



COMMUNICATION ON PROGRESS

PREPARED AND PRESENTED BY
TIM ILLINGWORTH CEO

1 A LETTER FROM OUR CEO



Dear Stakeholders,

SafeLane Global Limited (SafeLane) once again reaffirms its support of the Ten Principles of the United Nations Global Compact in all our operations, so that we meet our fundamental responsibilities in the areas of human rights, labour, the environment and anti-corruption across our global business activities.

In this, our fourth, annual Communication on Progress, (which covers the reporting period April 2023 – March 2024), we describe the actions we continue to take in embedding the United Nations Global Compact and its principles into our business strategy, culture and daily operations.

During this period we diversified our operations, concentrating on the international aspect of our business. Only the marine department now operates in the UK.

SafeLane Global is expert in unexploded ordnance risk mitigation on land and in every marine environment – offshore, inshore, and nearshore. It operates worldwide from strategically located offices and has been providing unexploded ordnance (UXO) survey and clearance, landmine clearance and remediation from explosive remnants of war since 1989; to date SafeLane has completed operations in over 60 nations including live conflict zones.

We will share this information with all stakeholders via our primary channels of communication, including our website and social media channels.

Tim Illingworth
CEO

2 ABOUT SAFELANE GLOBAL



OUR MISSION:

SAFELANE GLOBAL ENABLES THE SAFE AND SUSTAINABLE REALISATION OF OUR COMMERCIAL, GOVERNMENTAL AND HUMANITARIAN CLIENTS' AMBITIONS AND ASPIRATIONS.

OUR EXPERT SERVICES SPAN ENTIRE PROJECT LIFE CYCLES AND ARE FOCUSED ON MITIGATING EXPLOSIVE AND HAZARDOUS MATERIAL THREATS, COUNTERING SECURITY RISKS AND ENHANCING LAND AND MARINE ENVIRONMENTS GLOBALLY.

ABOUT SAFELANE GLOBAL

At its heart, SafeLane is a people-centric organisation. Not only are our people the most important part of our company, but remediating contaminated environments to return them to communities globally is what underpins our mission.

We work on land and in the marine environment, detecting, clearing, and mitigating explosive threats - from mines, to unexploded ordnance (UXO), from improvised explosive devices (IEDs) to ammunition & explosive stockpiles.

Founded in 1989, SafeLane was one of the first private companies involved in mine action. Historically, we have played an integral role in the creation of industry guidelines and these have led to the International Mine Action Standards (IMAS) and our policies and procedures are based on IMAS and the National Standards (NS) operating in the countries in which we work. Ensuring the quality of our work is underpinned by our quality assurance systems certified to ISO 9001:2015, the processes and procedures, plans and performance are audited on a regular basis, both internally and externally.

SafeLane has successfully delivered over 25,000 contracts in 60 countries, including some of the world's most hazardous and remote environments. We also provide capacity building, training, mentoring, and consulting services to support the counter explosive ordnance (C-EO) activities of governments, national armed forces, corporations, humanitarian organisations and multinational organisations worldwide.

Our Vision:

SafeLane envisions a world in which our commercial, governmental and humanitarian clients' ambitions and aspirations are realised safely and sustainably.

Whether our clients operate on land or in water, in conflict zones or peaceful nations, for profit or humanitarian purpose,

SafeLane will be their end-to-end solutions provider delivering expert and trustworthy operational, consultancy and training services.

OUR VALUES

INTEGRITY ~ PASSION ~ QUALITY ~ PROFESSIONALISM

OUR COMMITMENT TO OUR CLIENTS, OUR PEOPLE AND THE COMMUNITIES WE SERVE.

Our core areas of responsibility	UN Global Compact Principles	Our Objectives include:
Human Rights	<p>Principle 1 – Businesses should support and respect the protection of international proclaimed human rights; and</p> <p>Principle 2 – Make sure that they are not complicit in human rights abuses</p>	<ul style="list-style-type: none"> · Promote gender equality and the empowerment of all · Respect cultural heritage · Engender dignity, fairness, equality, respect and independence · Take action to end human rights abuses wherever found
Labour	<p>Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4 – The elimination of all forms of forced and compulsory labour</p> <p>Principle 5 – The effective abolition of child labour; and</p> <p>Principle 6 – The elimination of discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> · Provide a safe and healthy working environment · Pay a living wage to all staff wherever they work · Ensure our labour supply are working through choice, and receive the payments due to them · Never to employ child labour · Ensure personnel are employed without regard for any protected characteristic
Environment	<p>Principle 7 – Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8 – Undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9 – Encourage the development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> · Reduce our carbon footprint · Promote sustainable use and management of natural resources: reducing energy and water use, and using renewable low-impact resources instead of non-renewable · Identify methods of reusing or recycling resources used and implement them · Protection of biodiversity and prevention of land degradation or harm to the marine environment
Anti-Corruption	<p>Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> · Ensuring all activities are conducted in accordance with our anti-corruption and bribery policy

2 HUMAN RIGHTS

ASSESSMENT, POLICY AND GOALS



As passionate believers in human rights being the basic rights and freedoms that belong to every person in the world, from birth until death, we uphold the belief that these rights apply regardless of where you are from, what you believe or how you choose to live your life.

We actively work to promote human rights through the values we share with the UN OHCHR and the Equality and Human Rights Commission, namely dignity, fairness, equality, respect and independence. This applies to all regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation .

SafeLane's commitment to human rights is documented in our codes of conduct as outlined in the office staff handbook and the field contractor guidelines. These documents are supported by a range of policies including our Equal Opportunities Policy, Environmental, Social and Governance Policy, and Modern Slavery and Human Trafficking Policy.

These documents are provided to everyone during induction or pre-deployment; and all staff are required to sign a commitment to upholding these policies' principles. Additionally, we take our responsibility for the prevention of all forms of exploitation a step further, and have put on place our Whistleblowing Policy actively encouraging any employee with concerns to raise these in confidence with their line manager or relevant regulatory authority.

**ALL HUMAN BEINGS ARE
BORN FREE AND EQUAL IN
DIGNITY AND RIGHTS.**

**SAFELANE ACTIVELY
SUPPORTS & RESPECTS THE
PROTECTION OF
INTERNATIONALLY
PROCLAIMED HUMAN
RIGHTS, AND MAKES SURE
WE ARE NOT COMPLICIT IN
HUMAN RIGHTS ABUSES.**

IMPLEMENTATION

During pre-mobilisation, all field staff are informed of SafeLane's communication channels for raising any issue, with special focus placed on empowering staff to whistle-blow if they witness any human rights abuses such as sexual exploitation. The first point of call is the Project Manager in country, but if someone feels uncomfortable speaking to this member of staff, there is a direct point of contact at head office where male and female representatives offer full support. This is an entirely confidential channel.

Should a human rights focused concern be raised, our policies ensure such concerns are addressed at board level.

MEASUREMENT OF OUTCOMES

Consolidating this training and aligning it with our wider human rights focused policies and training will enable us to capture additional metrics beyond simply recording the numbers of international and local national personnel who have been trained to these standards.

As a pre-qualified UN vendor, we completed mandatory UN training in gender and diversity and doing business with the UN. Organisational personnel are required to complete this training, and as such all relevant staff maintain this training standard.

We apply the same commitment to upholding the UN's human rights standards to our suppliers. As part of our due diligence on any proposed supplier we require them to provide us with their corporate documentation so we can ensure they comply with UN expectations.



PERFORMANCE

As in previous years, no cases of human rights abuse have been raised or identified in the current period, internally or externally.

All relevant staff have successfully completed their training in this area.

3 LABOUR

ASSESSMENT, POLICY AND GOALS



SAFELANE SUPPORTS THE FOLLOWING LABOUR PRINCIPLES:

- 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

We place no restrictions on staff association with each other and encourage this. We welcome comment and criticism, and run an effective open-door approach to employee consultation. Briefings are given to staff quarterly and there is opportunity to question management at the time or 1-2-1 afterwards.

SafeLane Global provides a safe and healthy working environment, with our QHSE Manager, and Project Management teams both in the UK and abroad, assessing work activities and the risks they pose, and ensuring that safe working practices are in place for all employees, along with the necessary training, supervision, equipment and other resources.

We pay a living wage to all staff wherever they work and ensure that our employees and contracted labour are working through choice, and receive the payments due to them.

We never employ child labour, nor allow our suppliers to do so, checking their records and performance through independent analysts.

SafeLane's non-discriminatory employment policies ensure we embrace diversity and ensure inclusion. We employ based on skills exclusively, and are committed to equal opportunities for all staff. Applications are encouraged regardless of age, sex, disability, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships.

We have an open policy to capture, record and manage grievances received from within the company, from contracted staff and from external sources. Any grievance is reported to board level and dealt with comprehensively and compassionately.

IMPLEMENTATION

When we grade our wages and map leave plans for project contract staff, we review and comply with local labour laws, we also place mental health awareness and stress mitigation at the centre of planning to ensure appropriate work and leave plans.

We have trained mental health first aiders in our office in the UK, ensuring all staff have access to a supportive and understanding colleague. We are continuing to roll out this training across the company, ensuring a higher percentage of our staff are trained and available to support their colleagues.

We have publicised reporting channels available to employees and stakeholders or members of the public to allow anyone to report areas of concern relating to our activities, including child labour and forced or compulsory labour.

We conduct a regular gender and diversity analysis to understand how the cultural, social and economic differences, (real and perceived), between women and men from diverse groups influence their opportunities and roles in society, as well as their decision-making and access to resources and services.

We aim to employ people regardless of gender, or any other protected characteristic and ensure wherever possible that women and men have equal access to employment.

When planning projects and staffing and deliverables we factor into these plans to identify:

- Whether or not women can actively participate in a training where men are present?
- Are women able to travel unaccompanied?
- Can people from different ethnic groups actively participate in training where a majority from the dominant ethnic group is present?
- What are the constraints that might prevent men, women or members of diverse groups from equitable participation in the initiative?
- Are there barriers and constraints that might limit access to opportunities, resources and decision making?
- Are there ways of overcoming these barriers and constraints, e.g. Women are provided with escort (by a family member) to an overseas training facility.
- This enables us to ensure that what we deliver and who we employ is as diverse and effective as possible.

MEASUREMENT OF OUTCOMES

As of the end of 2023, over 50% of personnel at SafeLane Head Office are female, all recruited on the basis of their skills. 37.5% of women being in top or senior management roles.

We actively endeavor to enhance the livelihoods of the local communities in those areas that we operate in. We do this in a number of ways, for example we enhance local capacity and mentor and train personnel in all mine action operations on our international projects. We are committed to gender mainstreaming and wherever possible we employ woman in the field. Understanding cultural sensitivity is essential in promoting women to take on suitable positions of responsibility that are considered acceptable within their community.

Where we provide training (e.g. Explosive Ordnance Risk Education) we endeavor to provide this training on the same basis. In 2023 we delivered training to 30371 people, 5035 were male adults, 6046 female adults, 9738 male children, and 8770 female children. 782 elderly people also received this training and information.

All SafeLane personnel working on UN projects complete four critical training modules:

- Prevention of Sexual Exploitation and Abuse,
- Prevention of Sexual Harassment and Abuse of Authority,
- Ethics and Integrity and
- Gender Equality.

Copies of pass certificates are held on file – we are proud of our staff as they have a 100% pass rate. Any concerns or suspicions about breaches of labour policies and the equal opportunities and diversity policy within the business or supply chain must be raised immediately in accordance with the company whistleblowing policy. In serious cases, such behaviour may constitute gross misconduct and, as such, may result in summary dismissal.

SafeLane takes the strictest approach to serious breaches of all policies, and places particular emphasis on the close scrutiny of labour related policies to ensure all staff are safe, feel valued and are protected. There have been zero reports and zero cases discovered of abuses of our policies and no cases of child labour, or discrimination or exploitation associated with our operations.

4 ENVIRONMENT

ASSESSMENT, POLICY AND GOALS



SafeLane is committed to mitigating any possible negative environmental impact that may occur because of operations. Consequently, our environmental management approach follows the guidelines of ISO 14001:2015, and IMAS 10.70, 'Environmental management in mine action.'

Protection of the environment is reinforced by our corporate environmental policy; our field management practices also document our policies on environmental issues such as camp hygiene and refuse disposal.

With unswerving focus on explosive risk mitigation, we breathe new life into unsafe environments – both on land and in the marine environment. Our core work positively transforms communities and the lives of those living and working within them.

However, we do have a carbon footprint due to the requirements to mobilise international projects and dispose of lethal munitions as well as operating our head office in the UK. Therefore, we maintain an unwavering commitment to reduce any negative environmental impact from our global operations, and we employ a fulltime QHSE ESC Manager who supports this commitment.

We recognise that a policy of environmental responsibility involving the active management of the environmental aspects should be a priority. As such, we are ISO 14001:2015 accredited (to which the business has recently been re-certified for a further three years) and how we manage our impact on the environment and mitigation of the harm we may cause to it is contained within our Integrated Management System.

Such procedures are essential in complying with relevant laws, regulations and codes of practice with which we must comply, whether legal requirements, client demands or morally. We must therefore, at all times, make effective use of energy and utilities, thereby conserving natural resources for the future.

We continuously monitor our emissions to the environment, from Scope 1 to Scope 3, and how these can be reduced.

We continually measure our waste stream on incoming and outgoing materials; our policies mandate evaluation of all hazardous materials and we monitor any hazardous materials in our supplier's materials.

IMPLEMENTATION

Our environmental policy is implemented and achieved in practice by:

- Continuously improving our environmental management system within our IMS, in accordance with the requirements of ISO 14001, as part of our overall integrated management system.
- Establishing achievable objectives and targets, with related action programmes for the continual improvement of our environmental performance.
- Monitoring and controlling material usage in order to minimise the generation of waste and maximise recycling or reuse, therefore reducing the impact and cost of landfill disposal.
- Monitoring and controlling usage of electricity, gas and water in order to help reduce both energy usage and CO2 emissions.
- Ensuring that this policy is understood by our employees, contractors and visitors, who all have a duty to be aware of and comply with this policy.
- Ensuring that our suppliers are made aware of this policy and that, wherever appropriate, they are actively encouraged to conduct their own operations in accordance with good environmental management practice.
- Conducting regular audits and periodic reviews, to ensure that our management system continues to be suitable and effective and taking action where deficiencies are evident.

When implementing any operations, we refer to our environmental impact matrix to determine the most appropriate sustainable operating practices depending upon the intended duration of a project, and to ensure these operational practices adhere to required local standards and our own corporate policies.



SAFELANE SUPPORTS THE FOLLOWING ENVIRONMENTAL PRINCIPLES:

- **PRINCIPLE 7: BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES;**
- **PRINCIPLE 8: UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY; AND**
- **PRINCIPLE 9: ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES**

We measure and monitor the economic and environmental impact of our operations in the following manner:

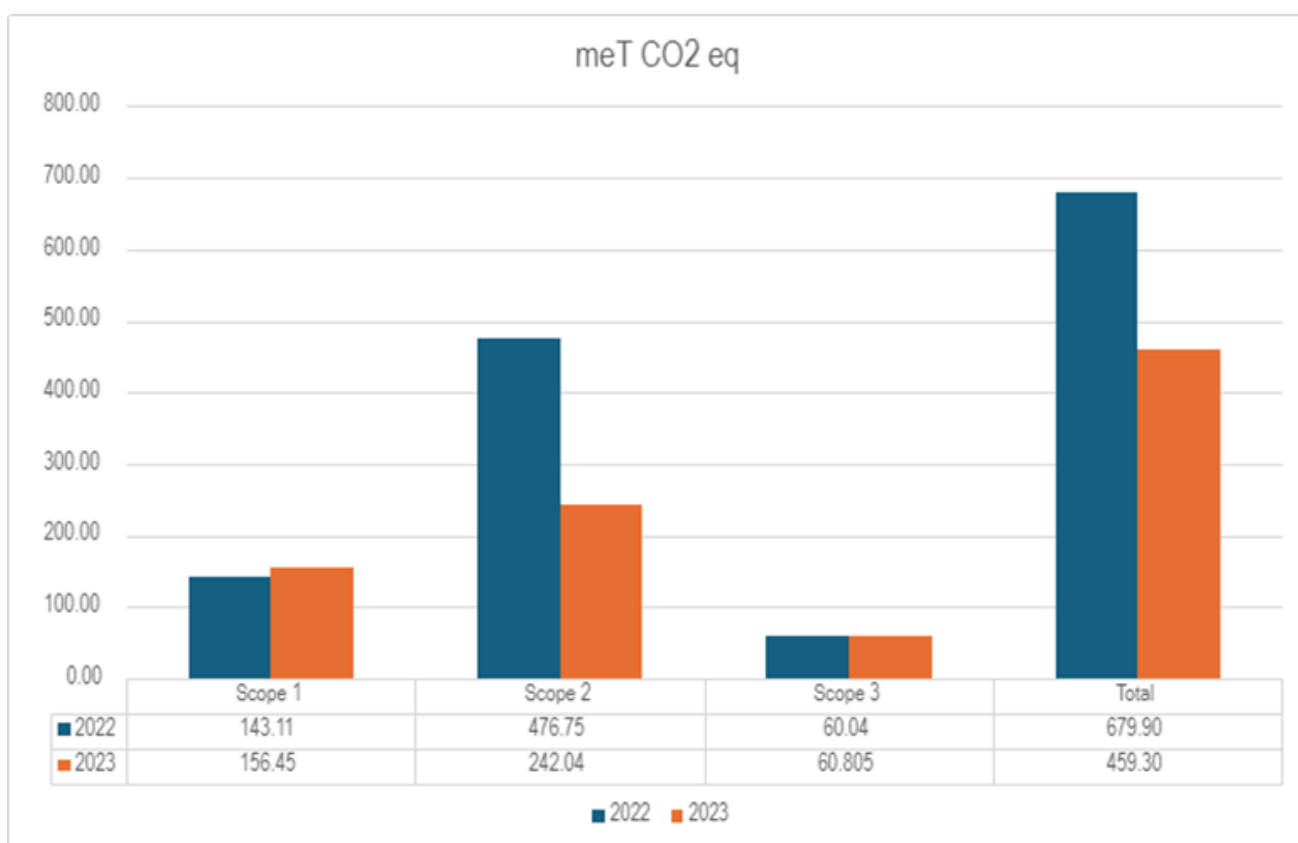
- Environmental protection is every individual's responsibility – we ensure our personnel are empowered to understand and act upon this knowledge via our staff handbook, field contractor guidelines and regular audit of staff understanding
- We place importance of environmental planning throughout all phases of operations whilst integrating environmental considerations as early as possible into that planning process
- We have a stated, enduring operational aim of minimising environmental harm caused by our operations
- Ensuring understanding of and adherence to both national and local environmental standards and regulations
- We identify and effectively manage the main waste streams of raw materials, hazardous substances, energy and water
- We ensure all hazardous substances involved in the delivery of operations are effectively and correctly used, handled and stored. We also have environmental impact emergency policies that would be immediately implemented in the event of an accident, e.g., an oil spill. As part of this policy we ensure staff have the ability and resources to deliver a timely response to environmental incidents to mitigate any possible impact
- We assess health protection and environmental sustainability considerations in the planning, deployment and management of any project base
- Environmental awareness training is incorporated into the induction for all relevant personnel
- Project managers include environmental impact assessment in technical quality assurance reviews

MEASUREMENT OF OUTCOMES

With the changes to the operating structure of SafeLane Global described in the letter from our CEO, all data has been recalculated to reflect the operations as if we were operating in our current structure, and discounting any data from previous UK Land operations.

We increased our use of solar power 18-fold in 2023, and our Scope 2 emissions have been reduced by c50%. Our scope 3 emissions increased by c1.3% as a result of increased travel and face-to-face meetings with clients as the world opened up in 2023 after the COVID pandemic and by obtaining data of our emissions arising from storing data in 'the cloud'. This has helped in reducing overall emissions however as the demand for power is lessened when operating our in-house servers.

Taking into account all emissions generated by SafeLane Global between 2022 and 2023. These were reduced by one third, from 679.90 to 459.30 mT CO₂ eq.



100% of all new (relevant) staff successfully completed environmental awareness training, and all new Marine projects included environmental assessments, as did new projects where our activities affected the land environment.

5 ANTI CORRUPTION

ASSESSMENT, POLICY AND GOALS



SafeLane commits to compliance with all relevant laws, including anti-corruption laws, in every nation in which it operates and has a formal anti-bribery policy which details our zero-tolerance approach to corruption. Operationally we work in some high-risk nations, which is why our approach to anti-corruption is entirely transparent and beyond reproach.

In the induction pack every employee receives, the staff handbook is included, and it includes full details of our anti-fraud and anti-bribery policies. Additionally, all field contractors receive specific anti-corruption standard operating procedures and awareness training.

It is our stated intention that every employee, contractor, supplier and client will undergo thorough and regular due diligence, and that all employees receive formal education in the areas of anti-corruption.

As part of both the financial and the quality management system audits that are independently undertaken at SafeLane annually, to ensure our financial and quality standards, our anti-corruption, anti-bribery and financial integrity standards are scrutinised. We were recently recertified to ISO 9001:2015 for a further three years following a successful external audit, and financial audits have confirmed we are compliant with the Fraud Act 2006.

During 2023 we also ensured that we were ready to take the appropriate measures to ensure compliance with the Economic Crime and Corporate Transparency Act 2023 and that we are not open to allegations of failing to prevent fraud within our business when it comes into force in the UK.

SAFELANE SUPPORTS THE FOLLOWING UN GLOBAL COMPACT PRINCIPLE ON ANTI-CORRUPTION:

PRINCIPLE 10: BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY.

IMPLEMENTATION

We utilise the LexisNexis Bridger global due diligence platform to independently assess anyone with whom we plan to work: staff, contractors, suppliers and clients. We then batch run these checks fortnightly on current staff, contractors, suppliers and clients.

Example: we do not commission a supplier until they have been thoroughly reviewed. First, they are proposed by the person requiring their services at SafeLane, e.g. the logistics team; then they are Bridger checked by an administrative assistant. Their bank details are then confirmed by a third person. Finally, the results of these checks are reviewed by our finance department prior to the Chief Financial Officer giving approval to proceed. Only then can someone be used as a supplier at SafeLane.

The level of search detail is significant when using the Bridger system; if we receive any alert it is manually addressed which can lead to us seeking additional information from someone to understand whether the alert is a false positive or not. With any due diligence query, the ultimate decision about next steps lies with our Chief Financial Officer.

This has led to us declining an opportunity to work on a project and to not employing a potential contractor who would otherwise have worked on our behalf.

We continue to deliver company-wide fraud prevention and anti-bribery training to all new employees and this is refreshed for all staff on a biannual basis.

We complete regular internal audits in compliance with our IMS to test staff knowledge about all policies, paying particular attention to anti-corruption everytime. We thus ensure personnel understand our processes and we gain information about whether our staff feel we can improve on any process. This feedback is reviewed, assessed and where relevant implemented.

We take additional steps when mobilising to a new country. We conduct a full reconnaissance of potential staff or support services, and our checks go beyond the foregoing. We undertake local credit reference checks, conduct internet search analysis and of course make reference to The Office of Financial Sanctions Implementation's list of individuals, organisations and vessels on their sanctions list, to ensure we do not work with any of those listed.

All local, national and international payments are made via our global and reputable banking institution, which conducts the most robust checks including anti-money laundering.

MEASUREMENT OF OUTCOMES

Each individual staff member has a duty to help detect, prevent and report instances that could constitute a violation of SafeLane's anti-corruption stance. We make the process simple because we are intrinsically a people-focussed organisation and no door is ever closed to an employee, even if they feel uncomfortable approaching the CFO or their line manager.

It is the responsibility of all company members to report any violation of policy. We, as a company, commit to ensuring there is a safe, reliable, confidential way of reporting any concern – not just relating to anti-corruption.

No breach of policy has been documented since the introduction of our rules and our due diligence processes.

We maintain a gratuity register which is peer and management reviewed annually, and wherever possible, all procurement over a certain value has to have at least three quotations sought from three independent suppliers.



6 FUTURE INITIATIVES

We are a dynamic organisation at heart, able to rapidly deploy globally to solve even the most complex and dangerous operational requirements of our clients. As a result, our future initiatives are focused on maintaining this agility. The locations and state of existing infrastructure in some of these countries affects how we generate power on differing projects and this affects our continued efforts to reduce energy consumption or efforts to use alternative energy sources. However we continue to use solar power wherever possible and will endeavor to increase this, reducing the need to use diesel and other planet-depleting resources.

As we move from static servers to the cloud this will also bring further emissions savings. Scope 3 emissions will increase but this will more than be offset by reductions on Scope 2 emissions.

We have appointed a QHSE ESG Manager whose role is to champion ESG performance and work with both management and project teams to improve environmental, social and governance performance and through auditing of processes, driving improvements and championing all things ESG, this will further contribute to improving performance across all three areas.

With the increased demands to consider the environment now included within ISO 9001, 14001 and 45001, this will also help to raise awareness within the business, and this is a further part of the QHSE ESG Manager's role.

7 CONCLUSION

By embedding the Ten Principles of the UN Global Compact into our strategies, policies and operations, we have established a culture of integrity at SafeLane which benefits both those we employ and those we support.

We restate our commitment to leading by example, and commit to uphold the exacting principles of the Global Compact wherever we have a presence – from HQ to Timbuktu, quite literally.

We also restate our commitment to remaining fully committed to making the principles of the UN Global Compact part of our strategy, culture and day-to-day operations, and to engaging in collaborative projects which advance the broader development goals of the United Nations.