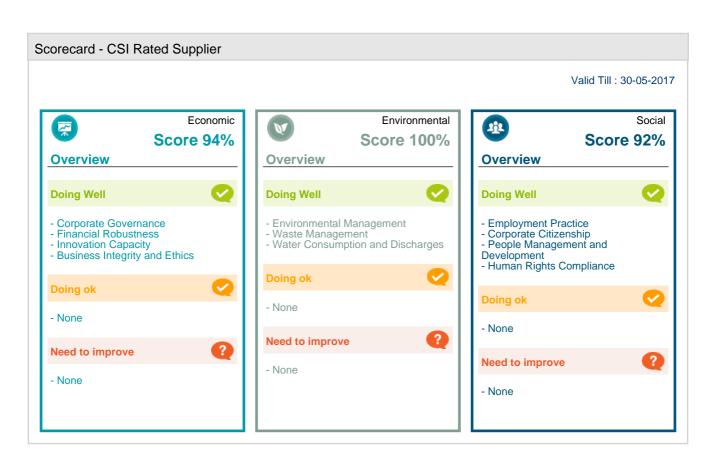


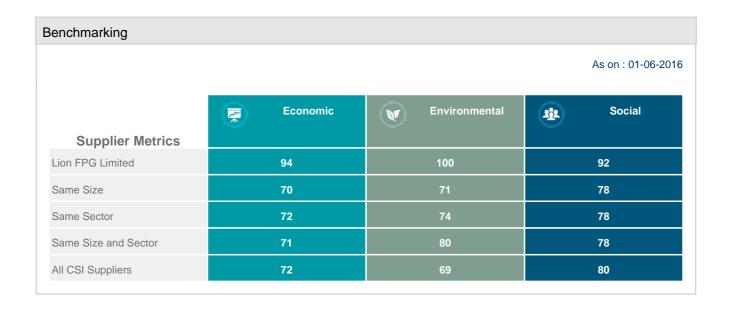
Lion FPG Limited

Business Sector : Media, advertising and communications

No of Employees : 50-249

Company Turnover : £2-10 million (€2-10m)









Social Score 92%



Employment Advice Practice

- Demonstrate your commitment to diversity, equal opportunity and fair pay practices for all employees
- Demonstrate how you manage health and safety within your organisation through policies and procedures
- Where appropriate show how you train and protect workers from potential workplace hazards and health risks including the use of risk assessments and supply of protective
- Be able to demonstrate that you have an accident book in place to log all accidents and
- near-misses for all employees, visitors and contractors Have a designated member of staff to lead your health and safety related activities who is appropriately trained for the task
- If appropriate to your organisation, demonstrate you have undertaken health surveillance screening/monitoring for workers in hazardous environments
- Demonstrate you have formal and informal procedures in place to manage, alleviate and eradicate workplace violence and abuse, including any legal action you would take
- Give details on how you communicate with your employees and encourage their feedback



Corporate Citizenship

Advice





People Management and Development

- List methods you use to provide staff training. These could be conducted in-house or with an outside company



- If you have a less formal approach to staff development, give detailed information on how these informal methods work for you and your staff
- Demonstrate you have procedures in place to attract new talent as well as methods to help retain existing talent
- Prove you have an appraisal system in place to regularly review and measure employee performance



Human Rights Advice Compliance



- Demonstrate how you provide your employees with collective representation in respect of their employment conditions, either through a trade union or employee representation groups
- Be able to demonstrate that you have taken steps to ensure that where your goods and services are provided from low cost / high social risk sourcing countries, you or your key suppliers have a process in place to effectively monitor suppliers to ensure against inappropriate working conditions and general exploitation of the workforce





Environmental

Score 100%



Environmental Management







- Introduce processes to monitor and improve your organisation's energy consumption and greenhouse gas emissions (carbon footprint)
- Maintain a prosecution free record in respect of breaches of any environmental laws within the countries you have operated over the last five years
- Develop a blemish free record in respect of formal compliance and improvement notices from a relevant national body
- Be able to demonstrate that you undertake and act on environmental risk assessments



Waste Management



Advice



- reduction, reuse and recycling
 Be able to explain how your business manages hazardous waste including any legal compliance that is appropriate
 Develop and document processes to manage waste in everyday business activity with
- targets for reduction
- Ensure you have documented procedures in place to protect staff and visitors from harmful substances that are used/occur within your business



Water Consumption and Discharges







- Be able to demonstrate how your company monitors, calculates and reports on overall
- Be able to demonstrate past, current and future targets and results with regards to your reduced water usage



