



Environmental Policy Statement

The aim of the policy is to show that not only our products and/or services but are actions as a company and employees are also environmentally friendly and fall within the guidelines laid out by this policy.

We always try to reduce where possible the effects of our actions on the environment. We are committed as a company to do this and continual monitor this for improvements. This is another reason for having the policy so that we have something to monitor ourselves against.

Our Environmental Policy ensures that all levels of the organisation adhere to the following: -

1. Be aware of any risk of pollution arising from any of our actions, services or products, we will ensure they are eliminated or reduced to meet all regulatory requirements relating to the environment.
2. Decrease to a minimum unnecessary use of power, packaging and any waste materials.
3. Decrease to a minimum the environmental effect on all future developments and carry out an appraisal of the environmental effect of sourcing of raw material.
4. Decrease the amount of waste to the lowest possible level ensuring disposal of waste that has been created, undertaking environmental audits and measuring the results against targets agreed.
5. Encourage employee involvement in all environmental matters, providing suitable training and support to all employees with regard to this environmental policy.
6. Keep to a minimum and reduce any adverse environmental effects caused as a result of our activities, products and/or services adopting the principle of BATNEEC (Best available techniques not entailing excessive costs).
7. Ensure any third parties working with Falcon Promotions are aware and agree to comply with the policy.
8. Seek to ensure that products and/or services supplied or provided by third parties can be used, handled, stored and disposed of in a manner which safeguards the environment and the health and safety of all.
9. Continually review the policy with changes of legislation, new technologies or public concerns.

Managing Director
18th August 2009



Falcon Ethical Sourcing Policy

Falcon Promotions has been committed to an ethical sourcing policy for a number of years, but we know it is important to put this into a policy for everyone to see.

Falcon does source products globally, this allows us to give you the great prices but there is a danger of exploitation.

Falcon enters into a commitment with every factory we use that certain criteria are met –

- Afford their employees the freedom to choose to work for them
- Employees should be free to leave the supplier after reasonable notice is served
- Suppliers should not use forced, bonded or non-voluntary prison labour;
- Establish recognised employment relationships with their employees that are in accordance with their national law and good practice.
- Can demonstrate a commitment to equality of opportunity for individuals and groups enabling them to live their lives free from discrimination and oppression;
- Impose working hours on their staff which are compliant with national laws or industry standards;
- Under no circumstances abuse or intimidate, in any fashion, employees and have appropriate disciplinary, grievance and appeal procedures in place;
- Take appropriate measures to ensure the health and safety of their workforce and the wider public;
- Offer wages and benefits that at least meet relevant industry benchmarks or national legal standards.
- We will encourage ethical sourcing practices among our suppliers, partner organisations and the broader market.
- Child labour is defined by UNICEF as “work that exceeds a minimum number of hours, depending on the age and on the type of work”. We encourage all partners to use this as a minimum standard and that the use of child labour should be discouraged no matter the age of the child or the type of work.

Falcon Promotions feels this sets out our commitment to ethical sourcing and makes it clear that as an organisation ethical standards are of the up most importance to us.

Managing Director
18th August 2009



Equal Opportunities Policy

Falcon Promotions is an equal opportunities employer. This means that it is the Company's policy that there should be no discrimination against or harassment of any employee or job applicant either directly or indirectly on the grounds of:

- Race, colour, nationality or national or ethnic origin ("race");
- Sex or marital status;
- Disability (e.g., a long term mental or physical impairment);
- Sexual orientation;
- Religion or philosophical belief;
- Age

The Company's policy is to

- Eliminate, as far as is reasonably possible, discrimination and harassment from the workplace;
- Encourage all its employees to take an active role against all forms of discrimination and harassment;
- Demonstrate to all employees that they can rely upon the Company's support in cases of discrimination or harassment at work.

The Company is fully committed to providing a good and harmonious working environment that offers equal treatment and equal opportunities for all employees and where every employee is treated with respect and dignity. The Company's aim is that remuneration, recruitment, promotion and retention should not be affected by irrelevant considerations and stereotyping.

The Company recognises that the provision of equal opportunities in the workplace is not only good management practice, it also makes sound business sense. The Company's equal opportunities policy will help all employees develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Breaches of the Company's equal opportunities policy and procedures and any unfair or unlawful discrimination will not be tolerated and will be dealt with under the disciplinary procedures. In serious cases, this could lead to dismissal of the relevant individual

This policy and accompanying action programmes must be communicated widely and effectively throughout the workforce and to potential employees.

It is the responsibility of management at all levels to ensure that such communication takes place.

Managing Director
18th August 2009