



Services for professional procurement.
Be better informed, make better decisions.

United Nations Global Compact Communication on Progress, 4 June 2013

www.achilles.com



Achilles signed up to the UN Global Compact in 2005, and remains committed to supporting and promoting the ten principles, and we will continue to work to embed them within our business by incorporating them as “business as usual” within our everyday practices. As we continue to develop our service offerings we are conscious of the role that we can also play in helping our customers to adopt the principles within their own practices.

Achilles provides supplier information services for sustainable procurement, working to identify, assess and monitor suppliers on behalf of some 800 major organisations worldwide. We build and support buyer-supplier communities in an increasing number of industry sectors - helping to create opportunities and reduce risk in the supply chain. Whether it be recent horsemeat scandals, labour standards and worker safety issues, or supply disruptions because of natural disasters, recent events continue to highlight the importance of responsible and informed supply chain interactions in the global economy.

We believe that successful management of these and other global sustainability issues will continue to challenge businesses worldwide unless they can fully identify and understand their supply chains through accurate and validated supplier information. We believe that business will need to meet these challenges if it is to fulfill its responsibilities and obligations to, and to meet the growing expectations of, the wider society in which it operates. By enabling our buyer customers to understand their key suppliers and their supply chains more fully, we help them to build strategies for managing their supply chain impacts responsibly, based on a solid foundation of reliable and validated supplier information.

In 2011 we embarked upon a series of significant structural changes across our entire organisation, beginning a transformational process across all of our business. We are therefore pleased to renew Achilles’ commitment to actively supporting and engaging with the UN Global Compact and the local UK Network, starting with this, our latest Communication on Progress.

A handwritten signature in black ink that reads "A. Chamberlain". The signature is fluid and cursive, with a long, sweeping underline.

Adrian Chamberlain
CEO, Achilles Group Ltd



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Achilles has an established Employee Handbook, which is an internal employee resource containing all relevant internal employment policies and guidance to the Achilles core competencies. This includes continued commitments to ensure human rights are upheld and that Achilles staff do not become complicit in human rights abuses. The Handbook has been rolled out across all our business units.

We are also conscious of the opportunity we have to enable our customers to monitor issues relating to human rights throughout their supply chains and engage in responsible procurement practices. The majority of the services that we offer now have sections on human rights as a standard and it is in this way that we are able to support the 800+ buying organisations in nine industrial sectors and 77,000 supplier customers registered on our systems to monitor human rights through their supply chains.

Labour Standards

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 and occupation.

Achilles recognises the right to freedom of association and collective bargaining, and seeks to work constructively with trades unions wherever they represent our employees. We ensure that we comply with all local legislation regarding this principle in the regions in which we operate.

Achilles intends to provide a positive working environment which encourages equal opportunity, diversity and personal growth and makes a firm commitment to support the elimination of forced and compulsory labour. All our employees work on freely entered contracts of employment which they are at liberty to terminate at will. Our internal policies prohibit the use of any forced or bonded labour within our organisation. Where possible we seek to ensure any contracts with our subcontractors do the same.

1895 - Number of our supplier customers on whom we have conducted audited CSR reports, including Human Rights information, for buying organisations through our supplier information communities. This represents a 69% increase over the previous 12 months.

6980: Number of our supplier customers on whom we have conducted audited health & safety reports for buying organisations through our supplier information communities. This represents a 20% increase over the previous 12 months.



Achilles continues to support the effective abolition of child labour and ensures that we do not employ child workers. Employees are required to provide verification of age in the recruitment process across all our operating business units.

Achilles is fully committed to the sixth principle as we are a global organisation operating in twenty-two countries with employees from a diverse and wide range of nationalities. We have a number of policies which support this principle, including those covering equal opportunities and recruitment and selection, and we ensure that we are compliant with local legislation in each of the regions in which we operate. Furthermore our written Equal Opportunities policy within the Employee Handbook specifies that all employees will be treated fairly and that we will ensure equal terms with respect to conditions of work, salary and remuneration. Achilles has a detailed recruitment and selection policy which makes qualification, skill and experience the basis for recruitment and commits to training and advancement of staff at all levels without discrimination.

63% – percentage of our management team who have undergone training in the last 12 months on our recruitment and selection processes, including our commitment to prevent discrimination in the workplace.

We have implemented a regular survey across all our employees to collect their feedback on various Human Resources related issues across the company, and will report further on progress in specific areas on this once there is a more established series of data from which to benchmark.

78% – percentage of our staff who have engaged actively in providing feedback to our in-house survey across the company.

Environment

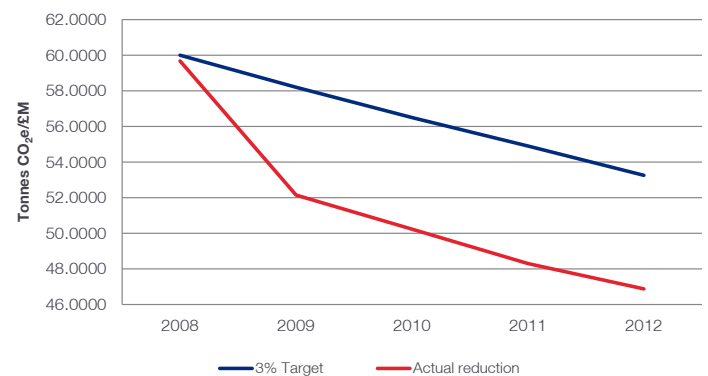
Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Achilles is committed to continuing its approach to environmental issues, and we continue to measure our own GHG emissions through the Certified Emissions Measurement and Reduction Scheme (CEMARS) in respect of our UK operations. Achilles has achieved independent certification under this programme, and we continue to monitor our activities to ensure we continue to reduce our relative carbon footprint when measured against the size of our growing organisation. Over the course of the past three years we have reduced our rolling average emissions against our base measurement taken in 2008.

Relative emissions - rolling average





In support of this our offices also have in place a number of initiatives to reduce energy consumption and waste, and to increase recycling opportunities. In our UK offices, we have maintained the level of waste produced by our offices at 136,000 litres for mixed recycling and 114,000 litres for landfill waste, despite an 8% increase in staff numbers working from the relevant offices. Any computer hardware or equipment which is no longer required is disposed of through an external certified IT equipment disposal company, and where appropriate (and once any sensitive information has been securely removed or deleted) is donated for use in educational programmes in developing countries.

In addition, we believe our largest impact in supporting a precautionary approach to environmental issues and encouraging greater environmental responsibility is perhaps through the propagation of the information within our supply chain communities.

6280: Number of our supplier customers on whom we have conducted audited environmental reports for buying organisations through our supplier information communities. This represents a 14% increase over the previous 12 months.

Anti-Corruption

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.

We have launched and will continue to monitor and update our Anti-Bribery Policy across all our group, and we operate a “zero tolerance” policy to bribery and corruption – this policy has been reviewed and endorsed by our group board of Directors. In addition to specific confirmations from all our senior management teams, we require all our high risk contractors to confirm their understanding and compliance with the Achilles Anti-Bribery Policy.

Achilles operates a formal policy on gifts and hospitality, with any gifts received over the value of £50 to be recorded in a Register for Gifts and Hospitality. Any breach of this policy is treated as a disciplinary offence. Gifts received over this amount are donated to company raffles, and profits from the tickets sold are given to charity. We are acutely aware of complying with our customers policies when conducting our own hospitality and giving gifts.

