

United Nations Global Compact – Communication on Progress, June 2016
Achilles Holdco Limited

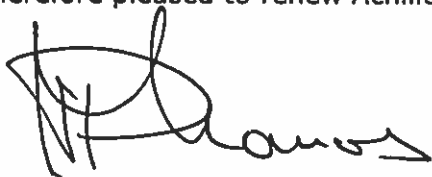
*Period covered by the COP:
From 1st June 2016 to 1st June 2017*

1. Statement of Continued Support by the Chief Financial Officer

We at Achilles remain committed to supporting and promoting the ten principles of the UN Global Compact, and 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 continue to focus on helping our customers to embed the principles within their own purchasing and supply chain risk management practices.

Achilles provides supplier information services for sustainable procurement, working to identify, assess and monitor over 133,000 suppliers globally on behalf of 900 buying 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. During the past two years since our last Communication on Progress, we have witnessed continuing attention from many of our customers on sustainable procurement and supply chain management issues, underlining our view that supply chain sustainability continues to present a challenge to businesses, but that it is one which can be addressed through understanding the complex nature of supply chains through accurate and validated supplier information.

Our business continues to develop with this at the forefront of our thinking, and we are therefore pleased to renew Achilles’ commitment to the UN Global Compact.

A handwritten signature in black ink, appearing to read 'D. Lomas', with a stylized flourish at the end.

Signed by David Anthony Lomas (CFO)

2. Description of Actions

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 continues to improve and update our Achilles Business Management System (ABMS) on our sharepoint site, which contains 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 sharepoint site is updated regularly and new or updated policies are rolled out globally via company Email.

We remain 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. Our services continue to provide sections on human rights as a standard and it is in this way that we support the buying organisations in nine industrial sectors and supplier customers registered on our systems to monitor human rights through their supply chains.

5274 - 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 178% increase over the previous 24 months.

10374: 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 48% increase over the previous 24 months.

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 continues 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.

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 remains fully committed to the sixth principle as we are a global organisation operating in twenty-three countries with employees across a diverse 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 specifies that all employees will be treated fairly and that we will ensure equal terms with respect to conditions of work, salary and remuneration.

We have implemented a regular Management training for our employees which includes coaching for results workshops, developing your team workshops and performance management.

10% – percentage of our staff took part in the management programme worldwide.

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 provides the world's leading greenhouse gas certification, CEMARS (Carbon & Energy Measurement and Reduction Scheme). CEMARS is the first global greenhouse gas certification standard to be accredited to ISO 14065. It is also approved by the UK Environment Agency as a Carbon Trust Standard equivalent and an Early Action Metric in the CRC Energy Efficiency Scheme. CEMARS is also a recognised verification standard under the Carbon Disclosure Project (CDP). Achilles provides organisations with guidance, tools, and confidence to measure a greenhouse gas footprint in accordance with ISO 14064-1. The scheme takes an organisation on a journey starting with robust emissions measurement through to credible emissions reduction.

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 as with previous years we continue to reduce our overall carbon footprint of our growing organisation.

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.

10374: Number of our supplier customers on whom we have conducted audited environmental reports for buying organisations through our supplier information communities. This represents a 65% increase over the previous 24 months.

Anti-Corruption

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

We continue to monitor and update our Anti-Bribery Policy across our entire 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. The policy has been sent out to all our employees in English and Spanish.

Achilles included a statement on hospitality and entertainment to its newest Anti-Bribery policy, with any gifts received to be declared to the line manager or a member of the Executive team. Any breach of this policy is treated as a disciplinary offence.