

Striving for excellence

Deloitte Croatia:
UNGC
Communication on
Progress
Report for 2011



Basic data

Company: Deloitte

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Country: Croatia

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Membership date: 13th July, 2007

Number of employees: 132

Sector: Professional services

Date of submission of COP: 30st March, 2012

Brief description of nature of business

Deloitte is the brand under which tens of thousands of dedicated professionals in independent firms throughout the world collaborate to provide audit, consulting, financial advisory, risk management and tax services to selected clients.

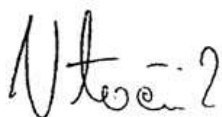


Statement of continued support for the UN Global Compact

As Partners in Deloitte Croatia, we hereby confirm our continued support for the Global Compact. We find the Global Compact to be a valuable tool when working towards upholding social and environmental ethics throughout all links of our work.

Signatures:

For Deloitte
Branislav Vrtačnik, Partner

A handwritten signature in black ink, appearing to read 'Vrtačnik'.

For Deloitte Advisory Services
Vladimir Milošević, Partner

A handwritten signature in black ink, appearing to read 'Milošević'.

Principle 1

Business should support and respect the protection of internationally proclaimed human rights

Principle 2

Business should ensure that they are not complicit in human rights abuses



Our commitment or policy

Deloitte recognizes that we have a responsibility to uphold human rights in the workplace and to use our influence and reach to foster support for human rights more broadly within society at large. We work to address human rights issues within our community. In the workplace, human rights take the form of non-discrimination and diversity in personnel practices, professional development that aids employability, and work-life balance. Recruiting and retaining activities reflect a desire to hire professionals who share Deloitte's values and commitment to responsible business.

Actions implemented

Health and well-being initiative

The health and well-being of employees is of great concern to Deloitte, and have put program in place to help our employees stay healthy. All Deloitte Croatia employees have secured additional health-care package, which included systematic check-ups and consultations with specialists.

Child support

Each employee, regardless of gender, receives one-time child financial support as a special bonus for a new born baby. This programme was introduced in September 2007 and is a continuing activity.

Transportation expenses

Each employee receives a monthly payment that covers transportation costs.

Measurable results or outcomes

Activity	Date of completion	Percentage of participants
Health programme	On-going	100%
Child support	On-going	5% (100% new parents)
Transportation expenses	On-going	100%

Principle 3

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4

Business should support the elimination of all forms of forced and compulsory labour

Principle 5

Business should support the effective abolition of child labour



Our commitment or policy

Deloitte Shared Values and Ethical Principles prescribe that all interaction between Deloitte and its employees must be characterized by integrity, trust, and mutual respect.

Actions implemented

CSR Champions

The on-going initiative “Corporate Social Responsibility Champions” was started in 2008. CSR Champions are a group of volunteers from every department in Deloitte Croatia office, devoted to developing and implementing CSR-related activities. CSR Champions’ activities included the organization of several charity actions, such as collecting toys for orphaned children and collecting funds for operation for a sick child.

Measurable results or outcomes

Activity	Date of completion	Percentage of participants
CSR champions	On-going	22%



Principle 6

Business should support the elimination and discrimination in respect of employment and occupation

Our commitment or policy

A part of Deloitte's global vision – being the Standard of Excellence – is desire to become the employer of choice for the most talented experts around the world. Women make up to 55 percent of total global Deloitte population. Our global goal is to increase the percentage of women among directors and partners.

Deloitte is committed to establishing programs in order to develop, mentor and prepare women to be the next generation of global leaders.

Elements of future programs will include:

- Learning and leadership development opportunities designed specifically for women
- Building global networks both internally and externally
- More consistent and comprehensive work/life balance structure

Deloitte Croatia currently employs approximately 46 percent of women on Manager and Senior Manager positions.

The Gender Dividend: Making the Business Case for Investing in Women

Deloitte Croatia increased awareness of the principle that Business should support the elimination and discrimination in respect of employment and occupation, through the press release *The Gender Dividend: Making the Business Case for Investing in Women*. The full report was published on the local web page while the *press release was put on the office news board*. *The Gender Dividend: Making the Business Case for Investing in Women*, the first in a series, is a road map for constructing the business case for smarter investments in women. The report lays out the core rationale for why governments and organizations must look to women as key to their economic growth.



Principle 7

Business should support a precautionary approach to environmental challenges



Green frog award

In order to promote environmental responsibility Deloitte Croatia is trying to increase awareness of environmental reporting by giving an annual award called Green frog. The award is given to a company which has the best annual environmental or sustainability report prepared. We hope that the Green Frog Award will become a symbol of promoting environmental culture among companies in the region. According to Deloitte, annual financial statements of the companies in the region would not be solely limited to the financial implications of the companies' business, although companies prepare environmental and sustainability reports on voluntary basis.

Principle 8

Business should undertake initiatives to promote greater environmental responsibility

Principle 9

Business should encourage the development and diffusion of environmentally friendly technologies

Our commitment or policy

We think that each company has a responsibility to minimize the impact of its business on the environment. Therefore, Deloitte Croatia carries out and plans several actions in the "Green dot" programme, aimed at improving our relationship to the environment



“Green dot” programme

The activities implemented as part of the “Green dot” programme include:

- Bins for collecting waste paper in all Copy rooms and open office spaces
- Sorting recyclable materials: paper, glass, PET, toners; 2 special bins
- Recycling printer toners
- Two-sided printing set as default option for printers
- Introducing the message “Please consider environment before printing this e-mail” as an obligatory part of all e-mail signatures

Measurable results or outcomes

Activity	Date of completion	Percentage of participants
Waste paper bins	On-going	12 collection units
Sorting recyclable materials	On-going	100%
Toner recycling	On-going	100%
Two-sided printing	On-going	85% of printers
“Green” e-mail message	On-going	90%

Principle 10

Business should work against corruption in all forms, including extortion and bribery



Our commitment or policy

At the heart of our business culture are the Ethical Principles, adopted by each of Deloitte's member firms and linking directly to our Global Shared Values. These nine principles define the standards of ethical behaviour that unite all the people of DTT's member firms. In particular, the principles offer guidance about appropriate ethical and professional conduct covering areas that are critically important to the member firms' clients, their people and society. The principles are: Honesty and Integrity; Ethical Behaviour; Competence; Objectivity; Confidentiality; Fair Business Practices; Responsibility to Society; Respect and Fairness; Accountability and Decision-making.

Actions implemented

Educational programme on the Ethical Principles of the Member Firms of Deloitte

Educational programme on the Ethical Principles is mandatory for all our employees. It is an on-line education that uses examples and scenarios from the real life, as well as the resource on ethical business that can be used by our experts around the clock. Deloitte also provides the independence and compliance surveys, insuring that our business practice is according to the accepted rules and procedures.

Independence compliance confirmation

Filling the Independence Compliance Confirmation (ICC) on-line system is required for all employees. Maintaining compliance with the Firm's independence policies is an important part of Deloitte's professional responsibilities, and is something we take very seriously.

Measurable results or outcomes

Activity	Date of completion	Percentage of participants
Ethics education	December 2011	100%
Independence training	December 2011	100%

Availability of COP

How does Deloitte Croatia intend to make this Communication on Progress available to the stakeholders?

Internal and external stakeholders

Communication on progress will be available on Deloitte Croatia website.

Internal stakeholders

The submission of Communication on progress will be communicated in internal newsletter.



About Deloitte

Deloitte is one of the world's largest professional services organizations, offering a wide range of world-class audit, tax, consulting, and financial advisory services. Our firm is singularly positioned with the scale, scope, and multidisciplinary capabilities necessary to address the most complex business challenges.

About Deloitte Central Europe

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The subsidiaries and affiliates of Deloitte Central Europe Holdings Limited are among the region's leading professional services firms, providing services through more than 3400 people in more than 30 offices in 17 countries.

About Deloitte Croatia

In Croatia, the services are provided by Deloitte Ltd. and Deloitte Advisory Services Ltd. (jointly referred to as "Deloitte Croatia") which are affiliates of Deloitte Central Europe Holdings Limited. Deloitte Croatia is one of the leading professional services organizations in the country providing audit, tax, consulting, risk services and financial advisory services through over 140 national and specialized expatriate professionals.

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Notes

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