

Friday 8 April 2024

H.E. António Guterres Secretary-General United Nations
New York, NY 10017 USA

Dear Secretary-General,

I am pleased to confirm that Amrop Hofer Tan Pte Ltd supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of our company's strategy, culture, and day-to-day operations and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

Amrop Hofer Tan Pte Ltd will clearly state this commitment to our stakeholders and the public.

Our ongoing commitment concurrently reflects mainly:

Health and Wellbeing

- Actively managing the health and wellbeing of all employees
- An open-door policy for all staff to share concerns or challenges with senior management
- Team building events and away days are regularly organised throughout the year for all staff
- Regular community-based team challenges to raise awareness and funds for local charities
- A positive culture to foster continuous improvement is encouraged
- Employees are encouraged to stay active and regularly exercise.

High-Quality Education

- Team and peer-to-peer mentoring runs throughout the company
- Ongoing guidance and support by senior management to coach staff at each level of the organisation
- Staff are encouraged to seek out learning opportunities for self and professional development
- A training budget is available for specific activities to support team members
- Lifelong learning is embedded in our organisation's DNA, and senior management are examples of best practice for the team
- Our digital means connect staff and partners to foster positive collaboration on projects and professional networking

Gender Equality

- We are a family-friendly company
- 60% of our management staff are women
- We offer the same training, mentoring and professional development to all staff based on needs regardless of gender.
- We are working on increasing the number of women in our global workforce.

Decent Work & Economic Growth

- Observance of reasonable working hours and breaks for staff
- Provision of working materials to support staff
- Collegial interaction and team spirit
- Working atmosphere characterised by integrity, trust and humility
- Fostering collaboration and teamwork to support staff from around the world who are part of the organisation

Responsible Consumption and Production

- Partnering with brands and services which follow our ethos and sustainability focus
- Ensuring we keep a minimal carbon footprint by using email as our primary communications tool, along with creating and sharing files digitally
- We responsibly source guest resources, amenities, and materials for each leadership retreat and leadership development activity in partnership with our destination partners.
- Carefully considering travel requirements for conferences, meetings, client projects and leadership retreats.

Partnerships to Achieve Goals

- We attach great importance to a unified interaction with our partners, clients, suppliers and business partners, who share our values and views.
- We partner with like-minded organisations to ensure we maintain our quality and high operating standards with a "best in class" approach to all we do
- We believe in achieving the best success through collaboration and a unified way of thinking and acting.
- We work at a local, regional, and global level to develop mutually beneficial partnerships and create growth opportunities.

At Amrop Hofer Tan, we understand that participation in the UN Global Compact requires more than just a pledge. It necessitates the annual submission of a Communication on Progress (CoP) that details our company's efforts to implement the Ten Principles. We are committed to public accountability and transparency and, therefore, pledge to report on our progress starting the calendar year after joining the UN Global Compact and annually after that in accordance with the UN Global Compact CoP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial commitment letter to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture and daily operations and contribute to United Nations goals, particularly the Sustainable Development Goals.

As a team and a business, we recognise the significance of sustainability for our planet and its inhabitants, and we are committed to playing our part in making a positive difference. Our goal is to instil a culture of sustainability in our day-to-day lives and business operations. As a team, we are determined to uphold these values and work towards making a meaningful impact on the world. Lastly, we are proud to choose tomorrow's leaders for our clients and our business, who share our vision for a more sustainable future. We believe that we can contribute to creating a long-lasting and meaningful impact on our world.

Sincerely yours,



Cecile Hofer

Joint Founder and Managing Partner