

UNITED NATIONS GLOBAL COMPACT  
HUDSON GLOBAL, INC.  
COMMUNICATION ON PROGRESS 2014

May 28, 2015



## UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS 2014

### STATEMENT OF SUPPORT

As a current Global Compact business participant, I reaffirm Hudson's continuing support of the 10 principles of the Global Compact with respect to human rights, labor, environment and anti-corruption. With this Communication on Progress, we underscore our commitment to advancing these principles within our sphere of influence and integrating them into the global culture, strategy and management of our company.

As a leader in talent solutions, we are committed to responsible corporate citizenship, both in the services we provide to clients and in our own operations and business practices. We understand the powerful impact that people can have on business performance and on their local and world communities. We instill in our own people – as well as the consultants we place with client organizations – the importance of integrity, quality and, most importantly, humanity in the workplace.

Hudson Global, Inc. has been a member of the UN Global Compact since 2010. We are pleased to submit this update on our progress in 2014 and our on-going initiatives to further the Global Compact's principles.



**Stephen Nolan**  
Chief Executive Officer  
Hudson Global, Inc.

### ABOUT HUDSON

Hudson is a global talent solutions company with expertise in leadership and specialized recruitment, recruitment process outsourcing, talent management and contracting solutions. We help our clients and candidates succeed by leveraging our expertise, deep industry and market knowledge, and proprietary assessment tools and techniques. Operating in nearly 20 countries through relationships with millions of specialized professionals, we bring an unparalleled ability to match talent with opportunities by assessing, recruiting, developing and engaging the best and brightest people for our clients. We combine broad geographic presence, world-class talent solutions and a tailored, consultative approach to help businesses and professionals achieve higher performance and outstanding results. More information is available at [Hudson.com](http://Hudson.com).



## Support of the UN Global Compact's 10 Principles

### 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.

Hudson's values and its Code of Conduct are at the core of its policies and practices to promote respect for human rights.

#### Hudson's Values

Our values represent the high standards we expect our people to uphold in every interaction with clients, candidates, colleagues and community partners. Living our values ensures that we deliver consistently high quality service and can be counted on to act with integrity and respect in all aspects of our business.

#### Hudson's Core Values

- Integrity
- Respect
- Collaboration
- Empowerment
- Responsibility

Following are some of the ways that we measure, reinforce our core values:

- Each year, the prestigious One Hudson Awards program honors employees who best exemplify our values and further our global strategy. Approximately 25 people globally (less than 1% of the company's employee population) are selected for this exclusive recognition through a combination of peer nominations and regional awards programs.
- Hudson's annual engagement survey measures areas aligned with our values to track progress and identify opportunities for improvement.
- The company's global leadership training program promotes discussion about the values with top leaders around the world.
- All members of Hudson's global leadership team must re-confirm annually their adherence to the company's core operating values. In addition, for succession planning purposes, the company's Board of Directors uses Hudson's core values as key criteria in considering leaders for advancement.
- As part of the Personal Performance Agreement, a formal process for managing performance, each employee is required to identify at least one objective related to furthering Hudson's global values.

#### Our Code of Conduct and Business Ethics

As a provider of talent and human resources solutions in 19 countries worldwide, Hudson is committed to the protection of human rights among employees and consultants based on our Code of Business Conduct and Ethics. This comprehensive document describes conduct that is based on our core values, reinforces our policies and practices, and enforces legal and regulatory compliance. It outlines the company's expectations of employees, officers and directors to ensure lawful and ethical behaviour.

Every new employee must complete a mandatory Code of Conduct training program and provide signed confirmation that they have read the Code of Conduct, understand the content, and agree to comply with its principles.



### Integrity Line

Any violations of the Code of Conduct or concerns about human rights or other issues can be reported via the Integrity Line, a 24-hour, third-party help line where employees can confidentially share information about potential misconduct without fear of retaliation or reprisal.

### Corporate Social Responsibility

Hudson is an active supporter of responsible business practices and community involvement as another sign of our commitment to human rights and respect for others. Hudson and its employees support their communities and causes that are important to them in a variety of ways.

Helping Hands Program - To encourage staff to volunteer, Hudson employees are granted one additional paid day each year to participate in a volunteer effort of their choosing, with a recognized charitable organization, preferably within our focus area of education and career enrichment.

Following are a few of the local/regional initiatives supported by Hudson employees in 2014:

- **Americas:** Following an office move, staff from the Chicago office helped the local community by donating obsolete office supplies to 4 charities in the Chicago area, including the Metropolitan Chicago Battered Women's Network and 3 youth- focused charities.
- **Europe:** Employees in our London office are long-time supporters of the Great Ormond Street Hospital and have raised thousands of pounds in donations over the years. Last year employees raised over £3,000. Staff also collect for Haven House Children's Hospice, which supports families and cares for children and young people with life-limiting and life-threatening conditions.
- **Asia-Pacific:** Hudson employees raise money annually for the Starlight Children's Foundation – a foundation dedicated "To brighten the lives of seriously ill children and their families". Staff in various offices also participate in Australia's Biggest Morning Tea, an annual event to raise funds for the Cancer Council.



## - Support of the UN Global Compact's 10 Principles

### LABOR

**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 labor;

**Principle 5:** The effective abolition of child labor; and

**Principle 6:** The elimination of discrimination in respect of employment and occupation.

As a talent solutions company, we demonstrate our commitment to supporting the UNGC labor principles by helping our 6,170 clients worldwide make fair and informed decisions about their people strategies and also adhere to all applicable laws governing labor and employment. These principles also apply to our own efforts to attract, develop and retain the right people.

### Diversity & Equal Opportunity

As a global company, our employees, contractors, clients and suppliers come from diverse backgrounds and cultures. By valuing diversity and equal opportunity, we connect with the richest spectrum of experiences, skills, expertise and perspectives for all of the markets we serve. This philosophy is also reflected in our own recruiting process – we recognize that a diverse workforce fosters creativity, innovation and better business practices.

Our commitment to diversity is reflected in our Diversity Mission Statement:

**Valuing the differences among our employees allows us to better serve the needs of clients worldwide.**

**We actively recruit candidates from many different perspectives and backgrounds, and promote a culture that allows all employees to contribute to their fullest potential.**

Hudson's policies, procedures and corporate values ensure compliance with all legislation and regulations relating to recruitment and employment, these include Equal Employment Opportunity (EEO), Anti-Discrimination, Occupational Health and Safety and Privacy.

Hudson is committed to maintaining EEO recruitment practices that are fair and equitable and has strategies in place to integrate employees from all backgrounds and assist clients in accessing the maximum number of candidates. All of our business activities are required to be conducted without discrimination based on race, color, genetics, religion, gender, sexual orientation, national origin, disability or age.

### Commitment to a Harassment-free Work Environment

Hudson has zero tolerance for harassment, including sexual harassment, by any employee or consultant. We are committed to a professional work environment that is free from all forms of conduct that could be considered harassing. We have strong policies in place, including our Code of Conduct and Anti-harassment policy.

- Every new employee is expected to complete our anti-harassment training program and sign a printed copy of the policy to acknowledge they have received and reviewed the policy.
- The Integrity Line, which is promoted in every Hudson office and has online and global toll-free dialing capabilities, provides employees with a confidential outlet to report any harassment or concerns without fear of retaliation.



## SUPPORT OF THE UN GLOBAL COMPACT'S 10 PRINCIPLES

### 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.

Hudson is committed to reducing as much office waste as possible. Recycling efforts are encouraged throughout the company to help reduce our collective carbon footprint. Following are some of the initiatives to reduce waste and promote energy efficiency that are consistent across locations and practices:

- IT disposal for redundant electrical equipment is conducted by a WEEE/EPA-regulated company to ensure that the highest percentage of our corporate IT waste is re-used or recycled.
- All hardware, including PCs and laptops, have automated sleep mode when not in use.
- We partner with building management, local service contractors and our own staff to promote recycling, reuse or reduction of office materials and install energy-efficient lighting and heating/cooling systems.
- Videoconferencing capabilities installed in 2012 in most of our larger offices continues to help reduce the need for business travel.
- The annual Earth Hour event is observed in Hudson Offices worldwide.



## SUPPORT OF THE UN GLOBAL COMPACT'S 10 PRINCIPLES

### ANTI-CORRUPTION

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

Our value system emphasizes integrity and trust at all levels of the organization. To ensure our company is managed with integrity and in our stakeholders best interests, we have put in place policies and practices that maintain high ethical standards of conduct and comply fully with applicable laws and governmental regulations.

Hudson's Corporate Governance practices, framework and safeguards are posted to its Web site and include:

- Charters of the Board Committees
- Code of Ethics for CEO and Senior Officers
- Code of Business Conduct and Ethics
- Corporate Governance Guidelines

Our Global Code of Business Conduct and Ethics gives clear guidelines for the company's expectations of employees, officers and directors to ensure lawful and ethical behavior. Our Code of Conduct covers such areas as:

- Reporting violations and ensuring compliance
- Corporate opportunities and conflicts of interest
- Compliance with securities laws
- Antitrust and competition law compliance
- Financial and accounting practices
- Political contributions
- Lobbying and legislative contacts
- Business with governments and officials
- Governmental investigations
- Gratuities and gifts

Any violations or concerns about the Code of Conduct can be reported confidentially, 24 hours a day via our Integrity Line, a third-party help line. Posters with information on how to contact the Integrity Line are displayed in all offices and on the company's intranet site.

To ensure transparency and adherence to quality standards, Hudson's consolidated financial statements and the effective operation of internal control over financial reporting are subject to external quarterly reviews and an annual audit.

Hudson's Internal Audit Department provides global oversight over the company's Sarbanes-Oxley Program. This work is supplemented with a comprehensive global program of internal audits with regular visits to company operating locations to assess internal control design and operating effectiveness. Review of controls over anticorruption and bribery are included in these internal audits. Based on the results of audit work performed in 2014, no evidence of corrupt practices was identified or reported for investigation.