

## **EY Ukraine**

### **COMMUNICATION ON PROGRESS (COP)**

#### **BASIC TEMPLATE**

Period covered by your Communication on Progress (COP)

From: 1.07.2014 to: 30.06.2015

#### **1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER**

To our stakeholders:

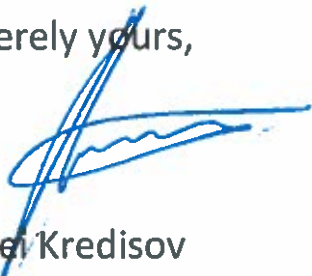
I am pleased to confirm that EY in Ukraine reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we briefly describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We commit to sharing information about our commitment to the Ten Principles with our stakeholders using our primary channels of communication.

We issue our Sustainability report biannually, the last report issued in February 2015 for 2013 and 2014 financial years, the next report is expected in February 2017.

Sincerely yours,



Alexei Kredisov

EY Ukraine Managing Partner

## **2. DESCRIPTION OF ACTIONS**

### **Human Rights**

We ensure our workers are provided safe, suitable and sanitary work facilities.

They are protected from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

We take measures to exclude incidents that could harm or threaten human life and health.

We commit ourselves to support and respect internationally proclaimed human rights. We extend our commitment to our suppliers through our Supplier Code of Conduct.

We work hard to build a culture of diversity and inclusiveness. When making decisions pertaining to hiring, promotion, performance evaluation and compensation, we do not discriminate people based on gender, nationality, religion or other factors. Performance of professional activities, professional competencies and extra efforts to build a better working world are the only factors that count.

### **Labour**

We ensure that the company does not participate in any form of forced or bonded labour. The Company does not use child labor.

We pay our people compensation that is highly competitive with prevailing employment market circumstances and business conditions. We provide competitive remuneration packages to our employees including medical, life insurance and other benefits.

We ensure that employment-related decisions are based on relevant and objective criteria.

We commit ourselves to uphold freedom of association and recognition of the right to collective bargaining.

## Environment

We seek to reduce our environmental footprint by engaging with and educating our people.

We are investing in travel alternatives, like telepresence videoconferencing and enhanced desktop and mobile options.

We avoid environmental damage via regular monitoring of resource consumption and developing solutions on reducing consumption.

We ensure safe handling and storage of dangerous wastes.

We support organizations and initiatives in Ukraine that aim to protect the environment: WWF, FSC, Let's Do it Ukraine.

## Anti-Corruption

Independence, integrity & ethics and anti-corruption are of significant value to us and our stakeholders, because they show how we are able to remain professionally objective and independent in delivering services to our clients and thus to business society as a whole.

We assess the risk of corruption when doing business.

We mention "anti-corruption" and/or "ethical behavior" in contracts with business partners.

We ensure that internal procedures support the company's anti-corruption commitment.

Our Anti-bribery Policy identifies our obligation to comply with anti-bribery laws, providing more detailed definition of what bribery is and identifying reporting responsibilities with respect to bribery of or by our people, as well as in the event of discovering bribery at our clients.

We are signatory to PACI, the leading anticorruption initiative in the world.

### **3. MEASUREMENT OF OUTCOMES**

- 62% of employees are women, 40% of top-managers are women, women in middle-management consist 49%.
- There were 0 incidents of violations of human rights in the reporting period within EY Ukraine and its supply chain.
- 100% of EY Ukraine employees signed collective bargaining agreement and are provided options to voice out any idea or complaint in an open or anonymous way.
- 10 tonnes of used paper recycled during reporting period.
- Electricity consumption reduced by 15% compared to prior period.
- Fuel consumption by taxis and office cars for business travel has decreased by 34% compared to prior period.
- 100% of EY Ukraine client serving employees have undergone anti-corruption training.