



WE SUPPORT



CTG GLOBAL UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON PROGRESS 2016 - 2017





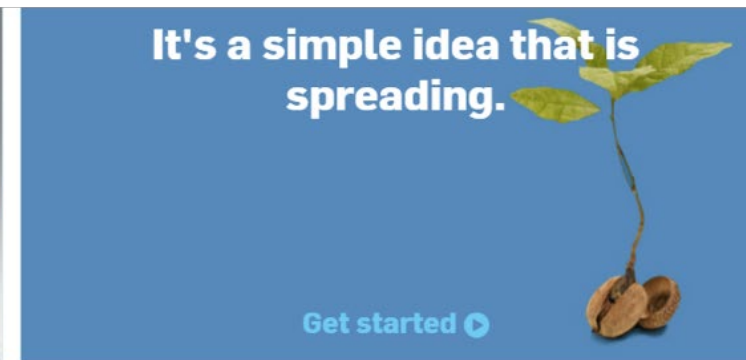
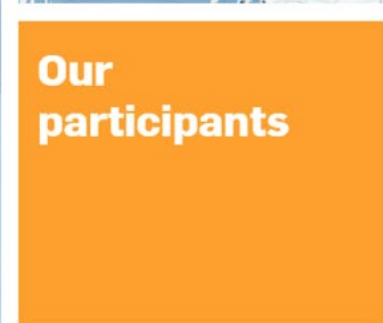

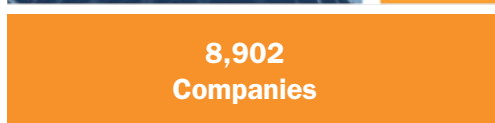


TABLE OF CONTENTS

INTRODUCTION	4
UNITED NATIONS GLOBAL COMPACT (UNGC)	5
SUSTAINABLE DEVELOPMENT GOALS (SDGS)	6
STATEMENT FROM THE CEO	7
UNGC (UAE) LOCAL NETWORK STEERING COMMITTEE	11
UNGC EVENTS AND ADVOCACY WORK	12
COP 'CORPORATE PATHWAY' – 2ND ANNUAL REPORT	
Human Rights Targets	17
Labour Targets	18
Environment Targets	21
Anti-corruption Targets	22
COMPANY OPERATIONS	23
PROJECT CASE STUDIES	26
MAKING GLOBAL GOALS LOCAL BUSINESS - THE SDGS	30
WOMEN'S EMPOWERMENT & GENDER EQUALITY	33
BUSINESS 4 PEACE (B4P)	42
CTG GIVING	43
GLOBAL REPORTING INITIATIVE (GRI)	45



THE UNITED NATIONS GLOBAL COMPACT

AN IDEAL COMMITMENT FOR WORLDWIDE PROACTIVE SUSTAINABLE
BUSINESS AND RESPONSIBLE CORPORATE CITIZENRY

 <p>Build the Business of Tomorrow</p>	 <p>Spotlight on Sustainable Supply Chain & Procurement</p> <p>View</p>	 <p>It's a simple idea that is spreading.</p> <p>Get started</p>
	 <p>Our participants</p>	 <p>Act Globally. Engage Locally.</p> <p>Our Local Networks help companies understand what responsible business means within a national context.</p>
 <p>8,902 Companies</p>	 <p>166 Countries</p>	 <p>39,199 Public Reports</p>



COMMUNICATION ON
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

INTRODUCTION

The United Nations Global Compact is a United Nations initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.

The UN Global Compact is a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, the environment and anti-corruption. Under the Global Compact, companies are brought together with UN agencies, labour groups and civil society.

The UN Global Compact is the world's largest corporate sustainability (aka corporate social responsibility) initiative with over 8,000+ corporate participants and other stakeholders in over 166 countries with two objectives: "Mainstream the ten principles in business activities around the world" and "Catalyse actions in support of broader UN goals, such as the Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs)". Moving forward, The UN Global Compact and its signatories are deeply invested and enthusiastic about supporting work towards the SDGs.

The UN Global Compact was announced by then UN Secretary-General Kofi Annan in an address to the World Economic Forum on January 31, 1999, and was officially launched at UN Headquarters in New York on July 26, 2000. The Global Compact

Office works off of a mandate set out by the UN General Assembly as an organization that "promotes responsible business practices and UN values among the global business community and the UN System."

The UN Global Compact supports companies to:

- Do business responsibly by aligning their strategies and operations with their Ten Principles on human rights, labour, environment and anti-corruption; and
- Take strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.

First and foremost, CTG Global recognizes and acknowledges the following international standards that support the UNGC 10 principles, namely:

- The Universal Declaration of Human Rights, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development, The United Nations Convention Against Corruption

The 'Corporate Pathway' illustrates CTG Global past outcomes in 2014-2015 and outlines future initiatives and targets underway and planned for 2016-2017. For more information, please refer to page 17 COP 'Corporate Pathway'.



**DELIVERING
PROGRAMME SOLUTIONS
IN FRAGILE &
CONFLICT-AFFECTED
ENVIRONMENTS**



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WORLD LEADERSHIP
ELECTIONS
GOVERNANCE
FOOD DISTRIBUTION
HUMAN RESOURCES
REFUGEE
INFRASTRUCTURE
GENDER
CHILDREN
HUMAN RIGHTS
SOCIAL RESPONSIBILITY
GOVERNANCE
COMMUNITY DEVELOPMENT

UNITED NATIONS GLOBAL COMPACT (UNGC)

CTG Globals' corporate sustainability starts with our internal value system and a principled approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Global Compact principles into our strategies, policies and procedures, and establishing a culture of integrity, we strive to uphold our basic responsibilities to people and the planet, with the objective to set the stage for long-term success.

The UN Global Compact's Ten Principles are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption

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.

LABOUR:

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.

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.

HUMANITY IS FACING A CRITICAL MOMENT IN ITS EXISTENCE. The game-changing consequences of the multiple crises we currently face – market disturbances, social unrest, ecological devastation and economic inequality – have sent a clear message: we must build a new era of sustainability.

To achieve this, we need to foster a new kind of corporation; one that responds to the real needs of people and societies, takes a long-term and holistic approach to value creation, and fully accounts for externalities and the company's impacts. Leading companies recognize that this transformation of business is not only good for societies and the planet, but that building sustainability into business strategies and practices is the only recipe for long-term profitability and success.

To guide the transformation of business everywhere, we need innovation, experimentation and genuine leadership. By bringing companies together with relevant experts and stakeholders, Global Compact LEAD provides a collaborative space to generate and implement advanced corporate sustainability practice. As an integral part of the United Nations and the UN Global Compact, LEAD is uniquely positioned to inspire the widespread uptake of sustainability solutions among businesses around the world.

"From the beginning, the Global Compact has been driven by business leaders willing to move beyond the status quo. Through Global Compact LEAD, you can help guide the way to the level of sustainability performance our world requires from business today."

—H.E. Ban Ki-moon,
United Nations Secretary-General



ANTI-CORRUPTION

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

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Following the success of the Millennium Development Goals (MDGs) — the UN is also working with governments, civil society and other partners to build on the momentum generated by the MDGs and carry on with an ambitious post-2015 development agenda with Sustainable Development Goals (SDGs).

At the United Nations Sustainable Development Summit on 25 September 2015, world leaders adopted the 2030 Agenda for Sustainable Development, which includes a set of 17 Sustainable Development Goals (SDGs) to end poverty, fight inequality and injustice, and tackle climate change by 2030.



STATEMENT FROM THE CEO



It was hard to decide where to start my statement of support as since we joined the United Nations Global Compact in 2014 it has been an exciting journey covering humanitarian crisis response, business for peace, women's empowerment and the Sustainable Development Goals. The UNGC brings together both fascinating and passionate people who all have the same agenda of enhancing the private sectors involvement

in humanitarian crises and who instil strong anti-corruption and corporate sustainability practices and structures within their individual organisations operations and strategic plans.

The requirement to publically report on the ten principles of the UN Global Compact has given us the opportunity to reflect on our sustainability journey, to consider how far we have come and what we can do to help build the sustainable societies of tomorrow and as we move towards 2030 SDG goals of ending global poverty, protecting our planet and ensuring a life of dignity for all.

I am delighted to submit CTG Global's 2nd annual 'Communication on Progress' for 2016-2017 and to communicate wider with our stakeholders to show our commitment to corporate sustainability globally.

It is our commitment to support the United Nations Global Compact; embracing the advancement of responsible corporate citizenship and sustainable business to meet the challenges of globalization.

Within this 'Communication on Progress', we describe the outcomes of our goals and achievements of 2015-2016 and present our initiatives and targets for 2016-2017 with regard to aligning our operations, strategies and culture with the UN global compact's ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

We are also committed to support projects to advance the broader development goals of the UN; in particular, the new ambitious post-2015



THE GLOBAL GOALS For Sustainable Development

agenda derived in part from the Millennium Development Goals (MDGs) — namely, the Sustainable Development Goals (SDGs) containing 17 laudable goals (including outstanding guidance) to be reached by 2030.

CTG Global understands the benefits of engaging in the UN Global Compact and implementing the principles; as it is no secret people want to be associated with and do business with organisations that are responsible corporate citizens — indeed '*Sustainability Matters*' with:

- ¹78% of CEOs that view sustainability as an **opportunity for growth and innovation**;
- ¹80% of CEOs that view sustainability as a **competitive advantage** in their industry;
- ¹93% of CEOs that view sustainability as **important to the future success** of their business.

CTG Global has numerous ongoing and aggressive sustainability initiatives for both the forthcoming period of 2016-2017, and future years for targets pertaining to our overall Corporate Social Responsibility programme — including, but not limited to:

- Carbon Trust Accreditation;
- LEED™ / Green Building Certification;
- TRACE (anti-corruption) Certification;
- Ethical Trading Initiative alliances and base code incorporation;
- UK Bribery Act workshops & training;
- Foreign Corrupt Practices Act (FCPA) workshops & training;
- Global Reporting Initiative (GRI) guidelines incorporation;
- Modern Slavery Act 2015 workshops & training;
- Living Wage Foundation guidelines incorporation.

STATEMENT FROM THE CEO

I am proud to say; through our engagement with UNGC over the past few years CTG has been making rich contribution. CTG continues to engage with corporate leaders and entrepreneurs, collaborates with United Nations agencies in over 25 countries, we continue to address gender equality and ongoing enhancement to labour standards, and transparency in our reporting. My personal role as a member of the UAE Local Network Steering Committee has enormous responsibilities in the region in relation to promoting the SDG's, the UNGC 10 principles and advocacy on other initiatives of the UNGC including Business for Peace and the Women's Empowerment Principles.

CTG continues to be active in United Nations Global Compact conferences, locally and globally around both sustainability and world issues with CTG Executive Leadership attending:

- Business for Peace, November 2014, Istanbul
- The Women's Empowerment Principles (WEP), March 2016, at the United Nations Headquarters in New York, U.S.A. [<http://www.wepprinciples.org/>]
- The World Humanitarian Summit (WHS), May 2016, in Istanbul, Turkey [<https://www.worldhumanitariansummit.org/>]
- Global Leaders Summit, June 2016 at the United Nations Headquarters in New York, U.S.A. <https://www.unglobalcompact.org/take-action/events/leaders-summit/leaders-summit-programme>
- UN General Assembly and Private Sector Forum, September 2016 at the United Nations Headquarters in New York, U.S.A. [<https://www.unglobalcompact.org/take-action/events/691-united-nations-private-sector-forum-2016>]
- Making Global Goals Local Business and Business for Peace Annual Forum, October 2016, Dubai, U.A.E. [<https://www.unglobalcompact.org/take-action/events/881-making-global-goals-local-business-dubai>]
- World Humanitarian Forum (WHF), December 2016, Dubai, U.A.E. [<https://www.wam.ae/en/news/emirates-international/1395295870019.html>]

It is paramount to CTG's global business sustainability for its staff to uphold the highest level of integrity and ethical standards. Being a woman owned and run business we are passionate about respect for equal rights of both men and women and have an employee gender balance of 50:50. As the CEO, I not only lead by example but am enormously involved in ensuring

this is instilled in the culture across all levels of the organisation. We embrace and advance the principals of social and environmental sustainability, abide by minimum mandatory social standards, strive for continuous improvement and seek and adopt more advanced social and environmental requirements as they arise.



Network UAE
WE SUPPORT

Yours sincerely

Alice Laughher
Chief Executive Officer | CTG Global



Make your pledge to Business for Peace today and be recognized at our main annual event held on 26 October 2016 in Dubai, UAE. This event will bring together over 200 representatives of business, Global Compact Local Networks, civil society, investors and government to focus on why and how business can play an important role in the implementation of Sustainable Development Goal 16 and support pressing UN issues- such as the Global Refugee Crisis.

SENIOR MANAGEMENT COMMITMENT



“CTG Global has a continuing imperative to support the UNGC 10 universally accepted principles and Sustainable Development Goals as we engage our humanitarian stakeholders in meaningful dialogue. Our projects are in some of the most challenging areas of the world — from Afghanistan to South Sudan — with commercial transactions and activities that are rarely simple and straightforward. We have demonstrated commercial flexibility in our projects and will continue to maintain this agility as we look toward solving our partners concerns. We remain resolute to our stakeholders as we progress with regular innovation given existing humanitarian frameworks and look forward to the many new initiatives in the 2016-2017” - Mark Taylor – CTG Global Commercial Director

“Numerous UNGC principles cross over into the purview of human resources; in particular: principle 1-6 and principle 10. Due to the nature of our projects located in conflict and post-conflict nations; we experience above average situations involving labour, abuse, discrimination, complicity, and legality compared to developed country project locations. Each situation in the respective country will have unique parameters often requiring sensitive and delicate management. CTG Global company adherence to the UNGC 10 universally accepted principles is a top priority in my remit — bolstering our processes and systems that support our best assets.”

- Lisa Flanagan – CTG Global Human Resources Director



“CTG Global has established and proven human resource mechanisms that have been continuously improved to best serve the United Nations and advocating Agencies. The CTG Global commitment to the UNGC 10 universally accepted principles provide strong guidance and reinforce our ongoing efforts throughout our organisation assisting humanitarian sector programmes and projects especially in areas deemed higher risk. These principles are not an extension of the CTG Global sustainability programme, they are foundational and imperative to its success”

- Alexander Bethell – CTG Global Senior Vice President

“2016/17 is an exciting time of change for CTG Global particularly in terms of training and development. As CTG works to build a sustainable business which supports the UNGC's principles, CTG is specifically looking at anti-corruption initiatives, such as TRACE accreditation, and ways to develop CTG's approach to labour and human rights, such as guidance from the Ethical Trading Initiative Base Code.” - Louisa Elkington – CTG Global Legal Officer





“CTG Global provides unique support to the humanitarian and development community in fragile and conflict-affected countries. CTG Global specialises in the rapid mobilisation and management of skilled and unskilled personnel ranging from doctors to drivers, engineers to administrators — supporting the humanitarian sector and advocating agencies. Over the last 10 years, CTG Global has established reliable operations and local networks in the world’s most challenging environments.”

- James Veysey, CTG Global Director of Operations

UNGC UAE LOCAL NETWORK STEERING COMMITTEE



In 2015 CTG Global's CEO, Alice Laughher, was invited to join the UN Global Compact UAE Local Network Steering Committee. The UN Global Compact's local networks activity is extremely important in advancing corporate sustainability at the grassroots level by helping companies understand what responsible business means within a national context.

In May 2015 – in the presence of over 150 representatives from business, Government, business associations, academia, civil society and other stakeholders; the UN Global Compact UAE Local Network was launched in Dubai.

At the launch, Sultan Butti Min Mejren, Director General of Dubai Land Department gave the keynote speech, expressing support for the UN Global Compact on a national level. The Secretariat of the Network is hosted at the Dubai Real Estate Institute, the official training arm of the Dubai Land Department, and supported by a multi-stakeholder Steering Committee. The two-hour Local Network launch event included the signing of the Memorandum of Understanding (MoU) by Mahmoud Al Burai, Representative

of the Network and Managing Director of the Dubai Real Estate Institute, and Walid Nagi, Chief of Local Networks at the UN Global Compact, making the UAE the first country network in the Gulf.

The launch culminated with a roundtable discussion facilitated by the Local Network Steering Committee members engaging UN Global Compact participants and other stakeholders in a dialogue about the role the local network will play in shaping and advancing responsible business in the UAE.

The UNGC UAE Local Network Steering Committee meets formally every quarter and continues to focus on both increasing the number of participants as well as enhancing the access to information and support to organisations in our region. The Steering Committee Taskforces meet more frequently to discuss outreach and advocacy outcomes measured against key performance indicators. CTG's CEO leads both the Business for Peace and, jointly, the Women Empowerment Principles taskforces. Having been selected to host the Local Networks Annual Forum, Making Global Goals Local Business summit and the Business for Peace Annual conference has required the Steering Committee members to provide enormous support to the event planning, sponsorship and provide access to high calibre speakers in the region.



UNGC EVENTS AND ADVOCACY WORK





The CTG Global CEO signing up to the commitment for Business for Peace (B4P) in Nov 2014 with Sir Mark Moody-Stuart, Chairman of the UN Global Compact Foundation.



Business for Peace (B4P) Panelists for UNGC U.A.E. Local Networks' first Anniversary

26 OCTOBER 2016

CTG Global will attend the event located at Jumeirah Mina A'Salam at Madinat Jumeirah Resort | Madinat Jumeirah Rd
Dubai, United Arab Emirates

Advancing the Sustainable Development Goals by Supporting Peace:
How Business Can Contribute



23 OCT | Annual Local Network Forum

24 OCT | UN Private Sector Focal Points Annual Meeting

25 OCT | PRME Business for Peace Forum 2016

26 OCT | Business for Peace Annual Event

27 OCT | Pearl Initiative & UNGC 2nd Regional Forum

OVERVIEW

As the main global convening for the business and peace movement, the 2016 Business for Peace Annual event will bring together representatives from business, civil society, investors, Governments, United Nations and Global Compact Local Networks to move the peace agenda from aspiration to action.

OBJECTIVES

- Scale-up private sector contributions to peace aligned with SDG16;
- Explore innovative multi-stakeholder partnership opportunities for peace; and,
- Inspire and expand the B4P community of practice by providing a space for learning and knowledge sharing.

BACKGROUND

Violent conflict and instability affect so many people and markets in many parts of the world. With the over 65 million people, including over 21 million refugees displaced by conflict, and a cost of violence at 13.4% of world GDP, never before has it been so urgent for business to step up efforts in support of peace. The global goals adopted in 2015 set a bold ambition for the world and are integral to achieving peace in our time. UN Secretary-General Ban Ki-moon calls on us all to recognize that development and peace are interdependent and mutually reinforcing, and to work together to help promote and achieve the Sustainable Development Goals.

In fact, the private sector can play an important supporting role in the implementation of the goals. Furthermore, SDG 16 on peace, justice and strong institutions provides an opportunity for companies to align their strategies with a new universal goal on peace. As the main global convening for the business and peace movement, the 2016 Business for Peace Annual event will bring together representatives from business, civil society, investors, Governments, United Nations and Global Compact Local Networks to move the peace agenda from aspiration to action.

PARTNERING FOR HUMANITARIAN ACTION

A number of key areas are emerging that represent priority areas of collaboration between the private sector, the UN and civil society to address pressing humanitarian needs stemming from conflict. This collaborative solutions oriented session be framed around the following pillars:

- Primary, secondary and tertiary education for refugees and migrants (SDG 4);
- Employment opportunities for people in transit and host communities (directly by companies and/or through their supply chains) (SDG 8);
- Provision of basic human needs, shelter, food and clothing to people that are the most vulnerable (SDGs 2 and 6, potentially also SDG 3);

Participation of the private sector in advocacy and public policy engagement.



The world is witnessing the highest level of human suffering since the Second World War. This is why, for the first time in the 70-year history of the United Nations, UN Secretary-General Ban Ki-moon convened the World Humanitarian Summit to generate commitments to reduce suffering and deliver better for people around the globe.



• **CTG Global is preventing and ending conflict by...**

Supporting food programme agencies with active contracts in Afghanistan, Sierra Leone, Somalia, and Sudan. Additional active support with Materials Management Unit (MMU) for humanitarian agencies in Gaza



• **CTG Global is respecting the rules of war by...**

Extensive Duty of Care responsibilities and security deployment training for thousands of CTG Global Consultants supporting humanitarian agencies



• **CTG Global is leaving no one behind by...**

Providing 24/7 medical support, evacuation assistance, and legal representation for CTG Global Consultants in high-risk countries



• **CTG Global is working differently to end need by...**

Providing 24/7 support with CTG Global Consultant personal tracking devices and other measures for efficient project team allocation in line with changing project dynamics



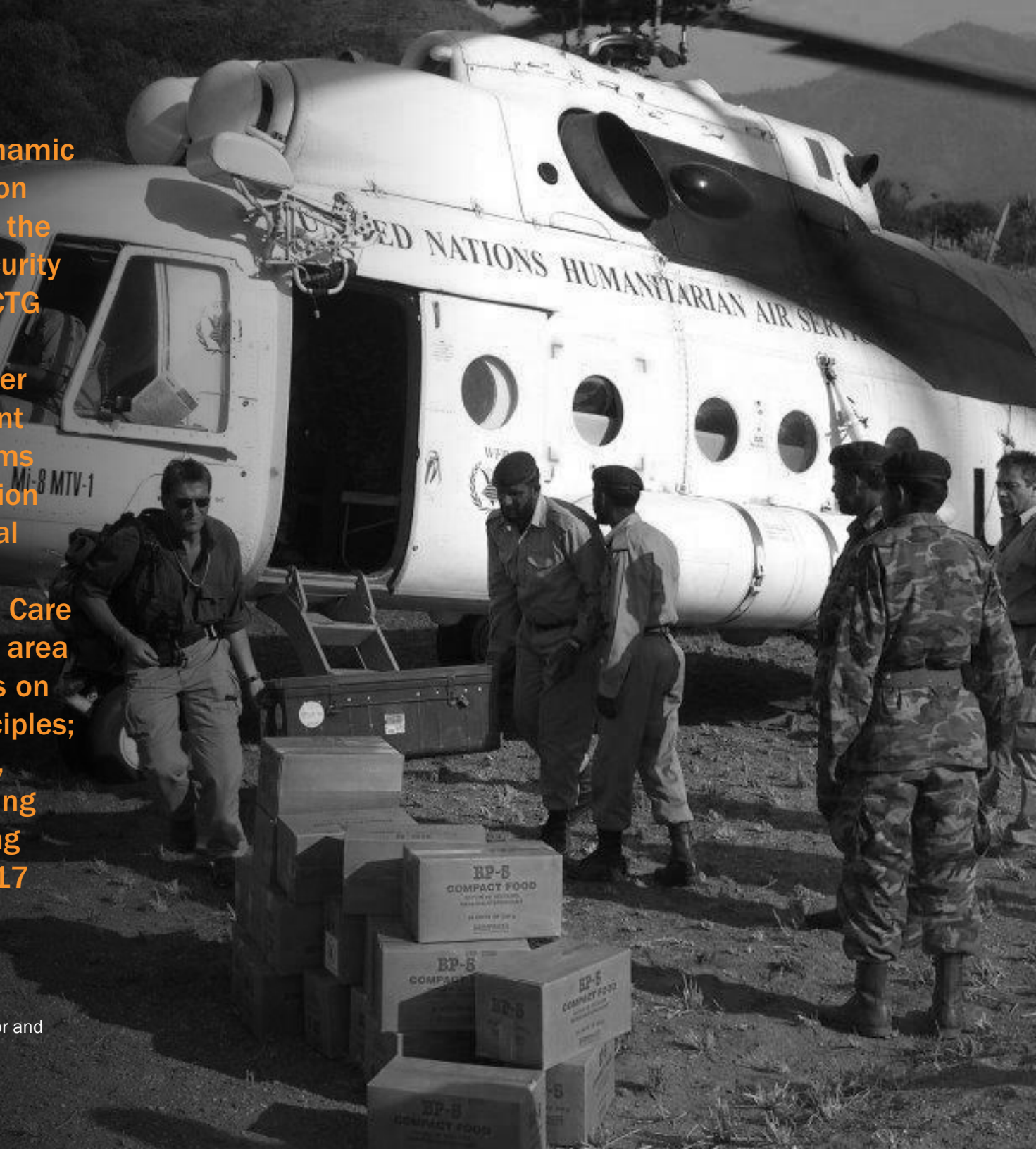
• **CTG Global is investing in humanity by...**

Providing constant innovation with flexible payment mechanisms supporting humanitarian agencies on a wide variety of situations across active contracts in Africa and the Middle East



“Our evacuation plans, although robust, are dynamic and flexible depending on the security situation at the time. Although rare, security incidents due occur at CTG Global project locations and compounds. We offer extensive pre-deployment training and have systems in place for the evacuation of local and international consultants, amongst numerous other Duty of Care services we provide. My area of responsibility touches on many of the UNGC principles; particularly principles 1, 2, 4, 5, and 10 — creating a unique and challenging experience as 2016-2017 initiatives & targets are planned and outcomes measured.”

- Greg Davies, CTG Global Account Director and Head of Security



COMMITMENT ON PROGRESS 'CORPORATE PATHWAY' – 2ND ANNUAL REPORT

CTG GLOBAL HUMAN RIGHTS TARGETS

- 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.

MEASURES AND OUTCOMES

- Supporting the Universal Declaration of Human Rights and declaring its Articles in the corporate Compliance and Ethics Sustainability Programme
- Conducting Compliance and Ethics Sustainability training workshops in field locations throughout Africa and the Middle East
- Actions by the CTG Global Good Governance Committee for communication of various policies including whistleblower and grievance policies for potential cases of human rights infringements and abuses in project locations
- Consultation with World Monitors Inc. (WMI) to assist CTG Global with alignment of its corporate business practices with international human rights and environmental standards
- Signatory to Business for Peace (B4P) Statement of Support confirming adherence
- CTG CEO elected to lead the Business for Peace taskforce for the United Nations Global Compact Local Network for the UAE and wider region. to UNGC's Human Rights principles
- Creation of project specific Standard Operating Procedures (SOPs) and Codes of Conduct for all field and project locations
- Employ a dedicated CTG Global in-house compliance and legal manager for efficient employee and consultant legal representation
- Developed a network of local legal representation throughout Africa and Middle East project locations

HUMAN RIGHTS | 2014-2015

HUMAN RIGHTS | 2016-2017

TARGETS AND INITIATIVES

- Review of the Ethical Trading Initiative (ETI) base code (see <http://www.ethicaltrade.org/resources/eti-base-code>) for an outline study and to incorporate in CTG Global corporate policies and procedures - including, but not limited to areas concerning child labour, working conditions, living wages, anti-discrimination, working hours, freedom of association, employment as a choice, regular working hours, and the removal of harsh or inhuman treatment
- Establish a CSR platform to enable comprehensive measurement indicators and reporting on Human Rights targets and initiatives.



COMMITMENT ON PROGRESS ‘CORPORATE PATHWAY’ – 2ND ANNUAL REPORT

CTG GLOBAL LABOUR TARGETS

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.

MEASURES AND OUTCOMES

- All CTG Global staff adhering to the corporate Health and Safety, Duty of Care and Security standard operating procedures
- Regular audits of CTG Global recruitment and personnel management policies ensuring compliance with UNGC labour principles and other UN guidelines such as: Standards of Conduct required of UN civil servants, Special Measure for Protection from Sexual Exploitation and Sexual Abuse, Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials, and the UNOPS Policy on prevention of harassment, sexual harassment, and abuse of authority
- Female employment percentages increased to 54% in the CTG Global corporate head office and 38% representation for all project office locations worldwide
- 95% of Afghanistan staff are now local nationals, approximately 1,000 staff with other project locations also increasing location representation
- Reached a high of 640 women employed by CTG in Afghanistan.
- Launched our Management Information System “XCD” to enable measured labour standards, gender balance, learning and development and information sharing to staff globally.
- CTG CEO elected to jointly lead the Womens Empowerment Principles taskforce for the United Nations Global Compact Local Network for the UAE and wider region.

LABOUR | 2014-2015

TARGETS AND INITIATIVES

- Regular coordination and meetings with CTG Global in-house legal representation and country-specific legal expertise. Recording of meeting minutes and associated actions in various developing countries to enhanced consultant representation and local labour law compliance - inclusive of freedom of association and right to collective bargaining
- To align CTG Global wage standards for all consultants in accordance with the UK Living Wage Foundation and Global Living Wage Coalition (where applicable) see (<http://www.isealliance.org/our-work/improving-effectiveness/global-living-wage-coalition>) to see improvements in workers’ conditions, including, in the farms, factories and supply chains under our influence
- Launching a fair and equal learning and development platform measured against key performance indicators and ensuring equality amongst genders.
- Establish a new recruitment outreach programme to increase our gender balance particularly in the field at the project level.
- Empower an internally employed ‘Gender Champion’ to work with the leadership to conduct an indepth study on the Womens Empowerment Principles and implementation plans and to reviewing CTG’s policies and practices to further support and advance gender equality across all offices, projects and in the countries we work.

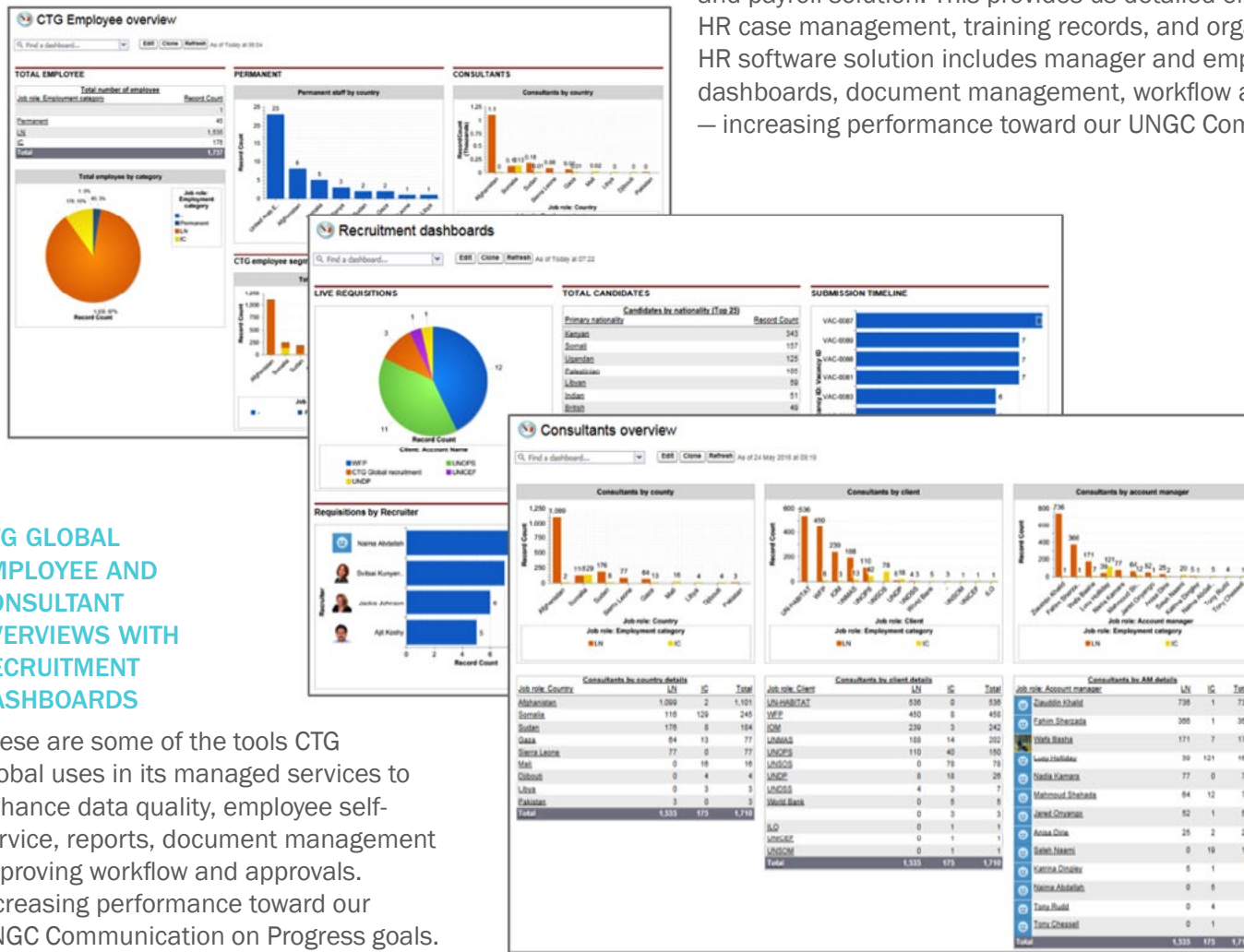
LABOUR | 2016-2017

XCD HR SOFTWARE

CTG Global uses XCD HR software a comprehensive, and fully integrated, cloud HR and payroll solution. This provides us detailed employee records, leave management, HR case management, training records, and organisation charts. This cloud based HR software solution includes manager and employee self-service, reports and dashboards, document management, workflow and approvals, and multi-currency – increasing performance toward our UNGC Communication on Progress goals.

CTG GLOBAL EMPLOYEE AND CONSULTANT OVERVIEWS WITH RECRUITMENT DASHBOARDS

These are some of the tools CTG Global uses in its managed services to enhance data quality, employee self-service, reports, document management improving workflow and approvals. increasing performance toward our UNGC Communication on Progress goals.



CTG Global via our XCD platform inclusive of gender statistics; helping us measure progress to increase female employment and representation amongst other targets and initiatives.



International
Labour
Organization



The only tripartite U.N. agency, since 1919 the ILO brings together governments, employers and workers representatives of 187 member States, to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

ORIGINS AND HISTORY

The ILO was founded in 1919, in the wake of a destructive war, to pursue a vision based on the premise that universal, lasting peace can be established only if it is based on social justice. The ILO became the first specialized agency of the UN in 1946

HOW THEY WORK

The unique tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes.

MISSION AND IMPACT

The main aims of the ILO are to promote rights at work, encourage decent employment

opportunities, enhance social protection and strengthen dialogue on work-related issues. Today, the ILO's 'Decent Work' agenda helps advance the economic and working conditions that give all workers, employers and governments a stake in lasting peace, prosperity and progress.

Four strategic objectives at the heart of the 'Decent Work' agenda

- Set and promote standards and fundamental principles and rights at work
- Create greater opportunities for women and men to decent employment and income
- Enhance the coverage and effectiveness of social protection for all
- Strengthen tripartism and social dialogue

COMMITMENT ON PROGRESS ‘CORPORATE PATHWAY’ – 2ND ANNUAL REPORT

CTG GLOBAL ENVIRONMENT TARGETS

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.

MEASURES AND OUTCOMES

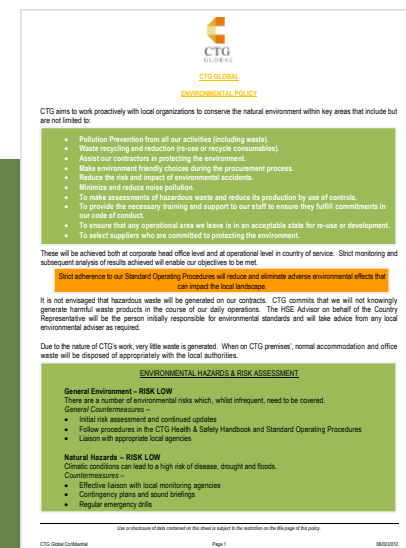
- 9% reduction in fuel due to the expansion and optimization of ‘fuel incentive programmes’ through fleet projects in Afghanistan and Sudan.
- Implementation of a variety of energy saving methods at corporate offices including temperature control, conscientious printing initiatives and efficient lighting
- Reduction techniques in corporate and field offices to reduce paper and associated supplies
- Continued use of accredited environmentally friendly suppliers where possible for supplier database
- Adherence to CTG Global policy for the reduction of air travel in support of teleconferencing technologies where possible
- Continued investigation into energy and water saving devices to benefit project sites especially in conflict affected areas in Africa and the Middle East.
- Move of CTG’s office in Dubai next to the metro to reduce the number of staff driving to work.

ENVIRONMENTAL | 2014-2015

TARGETS AND INITIATIVES

- 11% reduction in fuel across Afghanistan and Sudan and implementation of the ‘fuel incentive programme’ to Sierra Leone and other project sites
- ‘White paper’ creation with energy saving measures and guidance on the CTG Global website and distribution where possible to project sites in Africa and the Middle East
- Leadership in Energy and Environmental Design(LEED)TM (<http://www.usgbc.org/leed>) or similar recognized green building baseline study for feasibility of certification of corporate HQ and field locations in Africa and the Middle East
- Creation of internal ‘Pool2Work’ for employee carpooling.
- Research into feasibility of Carbon Trust Accreditation (<https://www.carbontrust.com>) and Carbon Disclosure Project (CDP) (<https://www.cdp.net>) with CTG Global projects in Africa and the Middle East

ENVIRONMENTAL | 2016-2017



COMMITMENT ON PROGRESS 'CORPORATE PATHWAY' – 2ND ANNUAL REPORT

CTG GLOBAL ANTI-CORRUPTION TARGETS

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

ANTI-CORRUPTION | 2014-2015

MEASURES AND OUTCOMES

- CTG Global signed the Anti-Corruption Call to Action confirming corporate adherence in its first UNGC Communication on Progress (COP)
- Continued vigilance and rigorous internal audits on financial systems to prevent fraudulent activities
- 3rd party external audits on financial systems and processes to the CTG Global Board and governing bodies for additional scrutiny
- Regular staff training on bribery, collusion, fraud, extortion, coercion and other unethical practices as detailed in our CTG Global Code of Conduct
- Numerous training events and workshops on various topics in the CTG Global Compliance and Ethics Sustainability Programme including the non-acceptance of gifts/hospitality outside common courtesies, protocols on hiring employees, fair competition, protection of company data, and other 'zero-tolerance' areas of compliance.

ANTI-CORRUPTION | 2016-201

TARGETS AND INITIATIVES

- CTG Global will review TRACE certification (<https://www.traceinternational.org/>) for HQ and field office locations. TRACE certification signifies that a company has completed an internationally accepted due diligence process and demonstrates commitment to commercial transparency
- CTG Global will undertake training for staff at HQ and field office locations on the UK Bribery Act 2010 - some of the strongest anti-corruption legislation to date
- CTG Global will undertake training for staff at HQ and field office locations on the Foreign Corrupt Practices Act (FCPA)
- Continued investment in corporate workshops and training for staff with topical expansion in areas including country specific case examples and relevant Global Reporting Initiative (GRI), G4 Sustainability Reporting Guidelines e.g. G4-SO1 through to G4-SO11.



19th November 2014

Mr. Georg Kell
Executive Director
United Nations Global Compact
New York, NY
USA

Dear Mr. Kell,

I am pleased to confirm that CTG Global Limited supports the Call to Action: Anti-Corruption and the Global Development Agenda – an appeal by the private sector urging Governments to promote efficient and effective anti-corruption measures and to implement robust policies that will foster good governance.

With this communication, we commit to work against corruption in all its forms, including extortion and bribery, as advanced by the UN Global Compact's Tenth Principle¹.

By signing the Call to Action, we ask Governments to:

1. Fully implement and enforce the tenets of the UN Convention against Corruption by strengthening anti-corruption policies, laws and enforcement mechanisms to create a level playing field and incentivize good behavior;
2. Make a commitment to reduce corruption risks from procurement and contract processes of large-scale projects that are designed to support sustainable development;
3. Commit to engaging in competitive and transparent procurement processes through public advertising of all Government procurement cases;
4. Achieve greater transparency in relation to revenues received by Governments from private sector companies;
5. Support corporate efforts to enhance anti-corruption implementation, corporate governance, innovative collective action, and public-private partnership initiatives.

Sincerely yours

Alice Laughher
CEO
CTG Global Limited

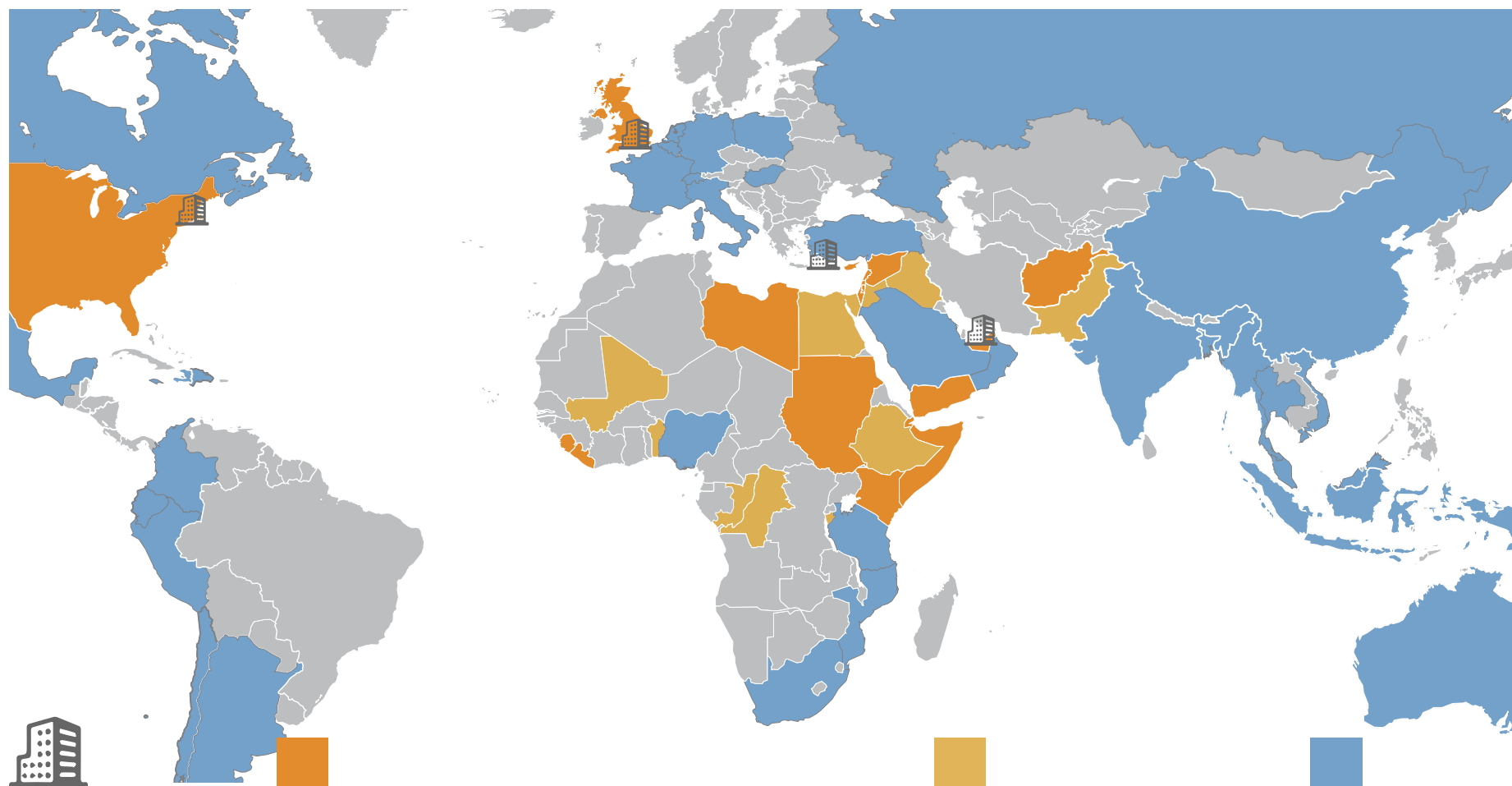
¹ UN Global Compact's Tenth Principle: "Businesses should work against corruption in all its forms, including extortion and bribery."

COMPANY OPERATIONS



CTG Global provides unique support to the humanitarian and development community in fragile and conflict-affected countries, specialising in the rapid mobilisation and management of skilled and unskilled personnel ranging from doctors to drivers, engineers to administrators. They have established reliable operations and strong local networks in the world's most challenging environments. With a presence in 24 countries – from the Middle East, Africa, Europe, Asia and Central and South America – they offer a holistic fabric of project management, implementation and support. www.ctgglobal.com

COMPANY OPERATIONS



HEADQUARTERS:

Dubai, UAE
New York, USA
London, UK
Limassol, Cyprus

REGIONAL OFFICES:

Kabul, Afghanistan | Sana'a, Yemen | Damascus, Syria |
Gaza City, Occupied Palestinian Territories | Tripoli, Libya |
Bamako, Mali | Nairobi, Kenya | Mogadishu, South Central
Somalia | Galkacyo, Puntland Hargeisa, Somaliland |
Khartoum, Sudan | Juba, South Sudan | Freetown, Sierra
Leone | Monrovia, Liberia

OPERATIONAL HUBS:

Benin | Burundi | Ethiopia
Djibouti | Republic of Congo
Democratic Republic of
Congo | Pakistan | Iraq
Jordan | Egypt

CHELSEA GROUP COMPANIES OPERATION HUBS.

COMPANY OPERATIONS



CTG Global is a reputable humanitarian project support and development agency with proven experience in fragile and conflict affected countries. CTG established its operations in Afghanistan in 2005 and currently serves clients across Africa, the Middle East, Asia, Europe, and Central and South America. Our global headquarters are based in Dubai, New York, London and Cyprus — and regional support and field offices ensuring efficient delivery of services to our clients. CTG's clients covers the Humanitarian sector; governments; non-governmental organisations and commercial organisations in challenging environments and emerging markets.

CTG is one company within a corporate group of companies (see Chelsea Group online at the following address <http://www.chelseagroupworldwide.com/the-companies.html>) that collectively reach out with operational assets in 43 countries across the globe with an estimated combined revenue nearing \$800 million annually.

Our specialist team comprises key staff from a wide range of backgrounds, including recruitment, human resources, personnel management, logistics, supply chain management, operations, security, construction, government services, finance, accounting, administration, plus more, across globally.

CTG provides a unique and specialised range of project implementation support services, underpinned by the quality of our national and international staff.

CTG experience covers all facets of humanitarian and development work in emergency situations including running Ebola Treatment Clinics, distributing food and managing fleets traveling to otherwise in-accessible areas, monitoring and evaluating projects, fair and equal election campaigns, to building schools and roads.

We strongly believe our ability to recruit and retain qualified and experienced international and national staff. The strength of our local connections enables us to ensure the duty of care of our staff and mitigate the risks which they face; ensuring they are equipped to perform their required duties. This is CTG's area of specialisation. Achieved through our grassroots networks built over the last 10 years, proven processes, and experienced team members working closely with our qualified field staff and local security specialists.

CTG is confident we have the staff, systems and in-country management which is now seen as the industry standard to which others strive to reach and we constantly improve and refine the support provided to our clients and projects.

“Our vision is to educate those who live in the hardest to reach locations around the world, where we have projects, on sustainable business practices and anti-corruption standards; whilst creating many job opportunities with a blend of gender diversity. “

Alice Laughler, CTG Chief Executive Officer



PROJECT CASE STUDIES



CTG Global, in support of UNGC Principles, addresses all of the 17 SDGs through impacts, outputs and outcomes engaged by thousands of our deployed consultants, for example:

SDG 2.1 | By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round

Supporting food programme agencies with active contracts in Afghanistan, Sierra Leone, Somalia and Sudan

Supporting Outcomes: CTG Global is contributing to the reduction in emergencies in humanitarian agencies areas of operation, through various programmes and assessments such as: Food for Work (FFW), Food for Assets (FFA), Food for Education (FFE), Food for Training (FFT), and Internally Displaced Persons (IDP) Assessments

CTG Global Targets: Continued emphasis on reduction of fuel use through the successful CTG Fuel Incentive Program for food supported truck movements in project locations - from 9% to 11%.

Supporting Impacts: CTG Global is supporting the vision of the world in which every man, woman and child has access at all times to the food needed for an active and healthy life.

Outputs: The supply of millions of meals in Sierra Leone, Sudan, Afghanistan and Somalia



CTG, in support of UNGC Principles, addresses all of the 17 SDGs through impacts, outputs and outcomes engaged by thousands of our deployed consultants, for example:

SDG 3.d | Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks



IMPLEMENTING *DISASTER RESPONSE* PLANS



www.ctgglobal.com

PROJECT CASE STUDIES

CTG Global, in support of UNGC Principles, addresses all of the 17 SDGs through impacts, outputs and outcomes engaged by thousands of our deployed consultants, for example:

SDG 9.4 | By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

CTG Global assisting Materials Monitoring Unit (MMU) in Gaza

Supporting Outcomes: Ability to import materials through the Gaza Reconstruction Mechanism (GRM), in order to repair damaged Gaza homes and return to a more stable and comfortable environment

CTG Global Targets: To support additional roles in Gaza assisting the MMU to potentially include financial reporting and budget management, fleet management, procurement and project administration coordination.

Supporting Impacts: CTG Global supplying human resources, recruitment and contact administration.

Outputs: The supply of construction materials to rebuild Gaza



PROJECT CASE STUDIES

CTG, in support of UNGC Principles, addresses all of the 17 SDGs through impacts, outputs and outcomes engaged by thousands of our deployed consultants, for example:

SDG 10.2 | By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

SDG 10.6 | Ensure enhanced representation and voice for developing countries in decision-making in global international economic and financial institutions in order to deliver more effective, credible, accountable and legitimate institutions

CTG Global active with international development agencies with national elections, law & governance and re-integration programmes in Afghanistan

Supporting Outcomes:

CTG Global enhancing the operational capability of:

- * European Union Police Mission in Afghanistan (EUPOL) Training
- * Afghan Peace & Reintegration Programme (APRP)
- * Afghanistan Sub- National Governance Programme (ASGP)
- * Justice & Human Rights in Afghanistan

CTG Global Targets: To increase all sectors of non-discriminatory participation with an emphasis on gender to increase women and girls representation in Afghanistan

Supporting Impacts: CTG Global increasing non-discriminatory participation in areas of political discourse

Outputs: CTG Global supplying 22 International Specialists and 757 National Staff deployed to support the Afghanistan Electoral Complaints Commission and other governance and law programmes



MAKING GLOBAL GOALS LOCAL BUSINESS - THE SDGS



WHAT ARE THE SUSTAINABLE DEVELOPMENT GOALS?

The Sustainable Development Goals, otherwise known as the Global Goals, build on the Millennium Development Goals (MDGs), eight anti-poverty targets that the world committed to achieving by 2015. The MDGs, adopted in 2000, aimed at an array of issues that included slashing poverty, hunger, disease, gender inequality, and access to water and sanitation. Enormous progress has been made on the MDGs, showing the value of a unifying agenda underpinned by goals and targets. Despite this success, the indignity of poverty has not been ended for all.

The new SDGs, and the broader sustainability agenda, go much further than the MDGs, addressing the root causes of poverty and the universal need for development that works for all people. The Sustainable Development Goals will now finish the job of the MDGs, and ensure that no one is left behind.

PROMOTE INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, EMPLOYMENT AND DECENT WORK FOR ALL

Over the past 25 years the number of workers living in extreme poverty has declined dramatically, despite the long-lasting impact of the economic crisis of 2008/2009. In developing countries, the middle class now makes up more than 34 percent of total employment – a number that has almost tripled between 1991 and 2015.

However, as the global economy continues to recover we are seeing slower growth, widening inequalities and employment that is not expanding fast enough to keep up with the growing labour force. According to the International Labour Organization, more than 204 million people are unemployed in 2015. The Sustainable Development Goals (SDGs) aim to encourage sustained economic growth by achieving higher levels of

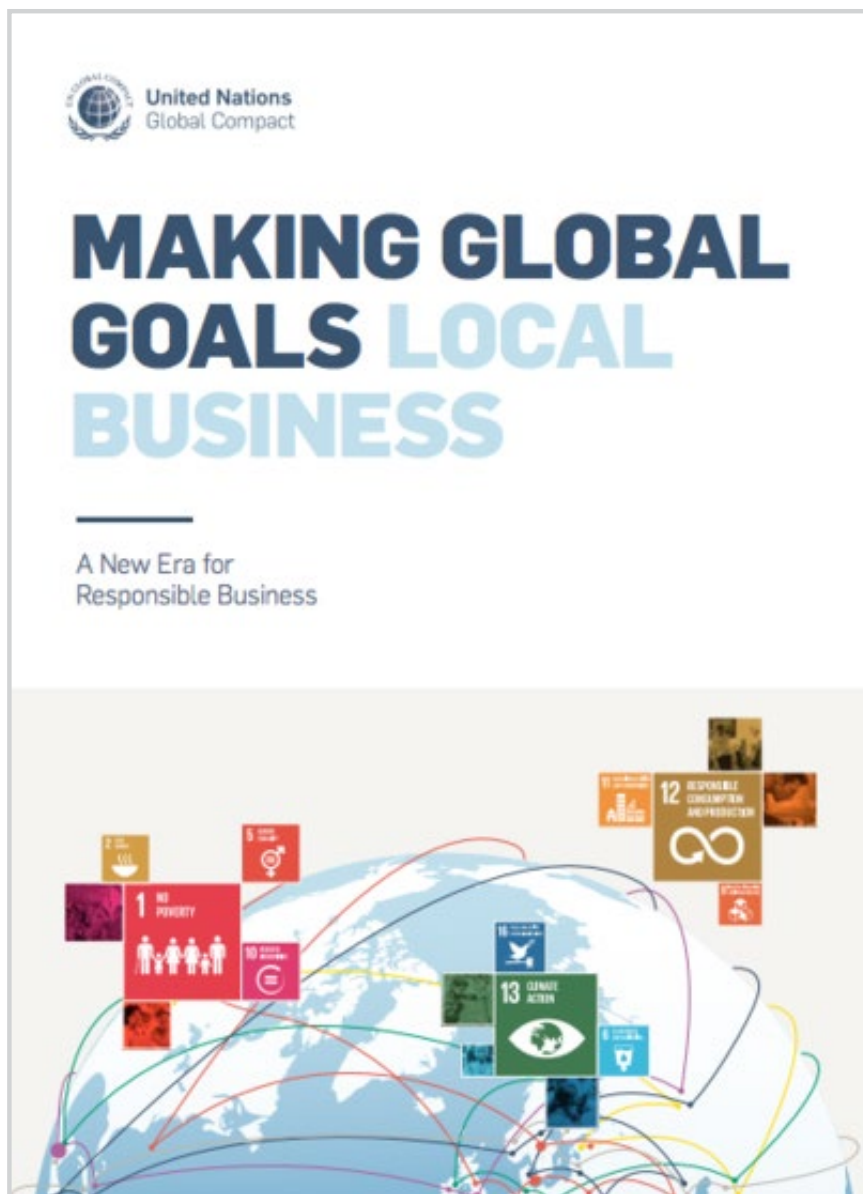
productivity and through technological innovation. Promoting policies that encourage entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030.



CTG GLOBAL NAIROBI OFFICE

CTG Global is committed to providing customized end-to-end solutions to allow African businesses and humanitarian organizations alike to make real progress, reduce costs, and improve operational efficiencies. This location provides services and strategic support to organizations across Africa facing unique challenges. The CTG Global office is conveniently located near The United Nations Office at Nairobi, the UN headquarters in Africa

MAKING GLOBAL GOALS LOCAL BUSINESS - THE SDGS



CTG GLOBAL SUSTAINABLE DEVELOPMENT GOALS ACTIVITIES

The 2030 SDG Agenda provides a global framework for national and international efforts to eradicate poverty and hunger, to ensure inclusive education and empower women and girls, to promote sustainable economic growth and employment, to protect our natural resources, and to strengthen governance and institutions. The target date for the realization of these goals is 2030. As the SDGs are based on a participatory process, responsibility for achieving them will be shared between states, the private sector, the scientific community and civil society.

MINIMIZING ADVERSE IMPACTS

To achieve long-term success, it is essential for CTG Global to pursue a responsible approach to business. Recognizing that it is an integral part of the economy and society, CTG Global strives to conduct its business responsibly by having policies in place for managing the broader social and environmental impacts of its activities. We also uphold key international agreements that promote responsible business practices such as the UN Global Compact.

MAKING GLOBAL GOALS LOCAL BUSINESS - THE SDGS

PARTNERSHIP FOR THE GOALS IN SOMALIA

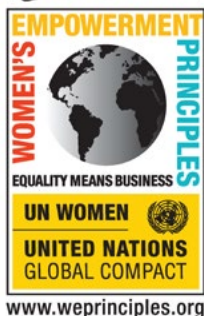
CTG Global has active involvement in the peacebuilding, education and advocacy programmes in Somalia

CTG GLOBAL IS SUPPORTING THE GLOBAL PARTNERSHIP EDUCATION (GPE) PROGRAMME	CTG GLOBAL IS SUPPORTING EDUCATION MANAGEMENT AND INFORMATION SYSTEMS (EMIS)	CTG GLOBAL IS BENEFITTING THESE SDG 4 TARGETS - ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL
<p>Our consultants work towards supporting the Ministry of Education and Higher Education of Somaliland, Puntland and Federal Government of Somalia for restoring the public school systems. Our consultants work alongside the Ministry of Education and the United Nations to provide solid assistances to pave the way for a successful implementation for the GPE programs and activities.</p>	<p>Our consultants guide and assist the finalization of data entry process and data analysis process for the School Census Statistical Year Book 2015/2016 in all the three governments (Somaliland, Puntland and the Federal Government of Somalia). Outcomes include drafting regional level leaflets for each government using data collected from School Assessment database and provide at least one training/capacity building workshop for EMIS staff, management and operation for all governments.</p>	<ul style="list-style-type: none"> 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes 4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations 4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development 4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all 4.b By 2020, substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States and African countries, for enrollment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programmes, in developed countries and other developing countries 4.c By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States



WOMEN'S EMPOWERMENT & GENDER EQUALITY

**We
Support**



www.weprinciples.org

Empowering women to participate fully in economic life across all sectors is essential to build stronger economies, achieve internationally agreed goals for development and sustainability, and improve the quality of life for women, men, families and communities.

The private sector is a key partner in efforts to advance gender equality and empower women. Current research demonstrating that gender diversity helps businesses perform better signals that self-interest and common interest can come together. Yet, ensuring the inclusion of women's talents, skills and energies—from executive offices to the factory floor and the supply chain—requires intentional actions and deliberate policies.



WOMEN'S EMPOWERMENT PRINCIPLES

The Women's Empowerment Principles offer practical guidance to business and the private sector on how to empower women in the workplace, marketplace and community. Developed through a partnership between UN Women and the United Nations Global Compact, the Principles are designed to support companies in reviewing existing policies and practices—or establishing new ones—to realize women's empowerment.

In brief, the Principles are:

1. ESTABLISH HIGH-LEVEL CORPORATE LEADERSHIP FOR GENDER EQUALITY | LEADERSHIP PROMOTES GENDER EQUALITY

- ✓ Affirm high-level support and direct top-level policies for gender equality and human rights
- ✓ Establish company-wide goals and targets for gender equality and include progress as a factor in managers' performance reviews
- Engage internal and external stakeholders in the development of company policies, programmes and implementation plans that advance equality [2017 TARGET]
- Ensure that all policies are gender-sensitive – identifying factors that impact women and men differently – and that corporate culture advances equality and inclusion [2017 TARGET]

2. TREAT ALL WOMEN AND MEN FAIRLY AT WORK - RESPECT AND SUPPORT HUMAN RIGHTS AND NON-DISCRIMINATION | EQUAL OPPORTUNITY, INCLUSION AND NONDISCRIMINATION

- Pay equal remuneration, including benefits, for work of equal value and strive to pay a living wage to all women and men [2017 TARGET]
- Ensure that workplace policies and practices are free from gender-based discrimination [2017 TARGET]
- ✓ Implement gender-sensitive recruitment and retention practices and proactively recruit and appoint women to managerial and executive positions and to the corporate board of directors
- ✓ Assure sufficient participation of women – 30% or

greater – in decision-making and governance at all levels and across all business areas

- Offer flexible work options, leave and re-entry opportunities to positions of equal pay and status [2017 TARGET]



CTG Global supports the 30% Club; the 30% launched in the UK in 2010 with a goal of achieving a minimum of 30% women on FTSE-100 boards - currently the figure stand at 26% up from 12.5%. Accelerated progress has been achieved through the leadership of our member Chairs and CEOs.

In addition to the critical recognition that better gender balance leads to better results, five factors created a replicable formula for success:

- a measurable goal with a defined timetable
- political consensus that the status quo was unacceptable
- change driven by those in power
- openness to collaborate
- a concerted and consistent series of actions and programmes, from schoolrooms to boardrooms



WOMEN'S EMPOWERMENT PRINCIPLES

3. ENSURE THE HEALTH, SAFETY AND WELL-BEING OF ALL WOMEN AND MEN WORKERS | HEALTH, SAFETY AND FREEDOM FROM VIOLENCE

- Taking into account differential impacts on women and men, provide safe working conditions and protection from exposure to hazardous materials and disclose potential risks, including to reproductive health [2017 TARGET]
- ✓ Establish a zero-tolerance policy towards all forms of violence at work, including verbal and/or physical abuse and prevent sexual harassment
- ✓ Strive to offer health insurance or other needed services - including maternity benefits - and ensure equal access for all employees
- ✓ Respect women and men workers rights to time off for medical care and counseling for themselves and their dependents
- ✓ In consultation with employees, identify and address security issues, including the safety of women traveling to and from work on company-related business
- Train security staff and managers to recognize signs of violence against women and understand laws and company policies on human trafficking, labour and sexual exploitation [2017 TARGET]

4. PROMOTE EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT FOR WOMEN | EDUCATION AND TRAINING

- Invest in workplace policies and programmes that open avenues for advancement of women at all levels and across all business areas, and encourage women to enter nontraditional job fields [2017 TARGET]

- Ensure equal access to all company-supported education and training programmes, including literacy classes, vocational and information technology training [2017 TARGET]
- Provide equal opportunities for formal and informal networking and mentoring [2017 TARGET]
- Articulate the company's business case for women's empowerment and the positive impact of inclusion for men as well as women [2017 TARGET]

5. IMPLEMENT ENTERPRISE DEVELOPMENT, SUPPLY CHAIN AND MARKETING PRACTICES THAT EMPOWER WOMEN | ENTERPRISE DEVELOPMENT, SUPPLY CHAIN AND MARKETING PRACTICES

- Expand business relationships with women-owned enterprises, including small businesses, and women entrepreneurs [2017 TARGET]
- Ask business partners and peers to respect the company's commitment to advancing equality and inclusion [2017 TARGET]
- Respect the dignity of women in all marketing and other company materials [2017 TARGET]
- ✓ Ensure that company products, services and facilities are not used for human trafficking and/or labour or sexual exploitation

WOMEN'S EMPOWERMENT PRINCIPLES

6. PROMOTE EQUALITY THROUGH COMMUNITY INITIATIVES AND ADVOCACY | COMMUNITY LEADERSHIP AND ENGAGEMENT

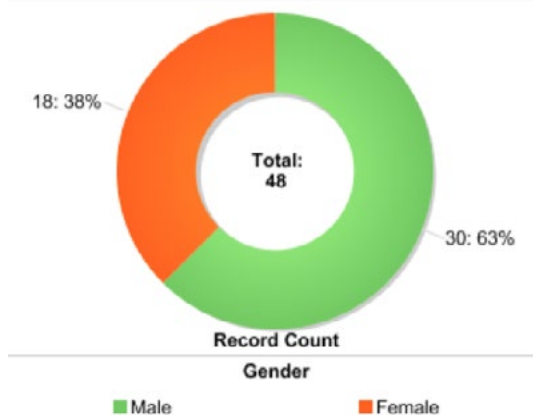
- Lead by example – showcase company commitment to gender equality and women's empowerment [2017 TARGET]
- Leverage influence, alone or in partnership, to advocate for gender equality and collaborate with business partners, suppliers and community leaders to promote inclusion [2018 TARGET]
- Work with community stakeholders, officials and others to eliminate discrimination and exploitation and open opportunities for women and girls [2018 TARGET]
- Promote and recognize women's leadership in, and contributions to, their communities and ensure sufficient representation of women in any community consultation [2018 TARGET]
- Use philanthropy and grants programmes to support company commitment to inclusion, equality and human rights [2018 TARGET]

7. MEASURE AND PUBLICLY REPORT ON PROGRESS TO ACHIEVE GENDER EQUALITY | TRANSPARENCY, MEASURING AND REPORTING

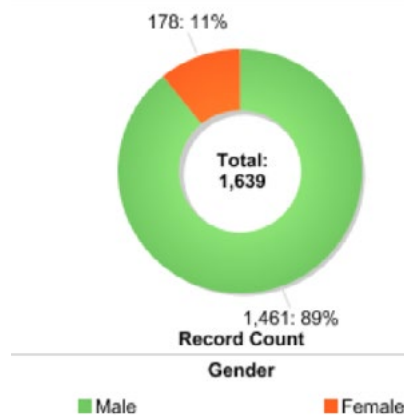
- Make public the company policies and implementation plan for promoting gender equality [2017 TARGET]
- Establish benchmarks that quantify inclusion of women at all levels [2017 TARGET]
- Measure and report on progress, both internally and externally, using data disaggregated by sex [2017 TARGET]
- Incorporate gender markers into ongoing reporting obligations [2017 TARGET]

- FEMALE CEO • 2 FEMALE BOARD MEMBERS
- 50% WOMEN IN SENIOR MANAGEMENT POSITIONS

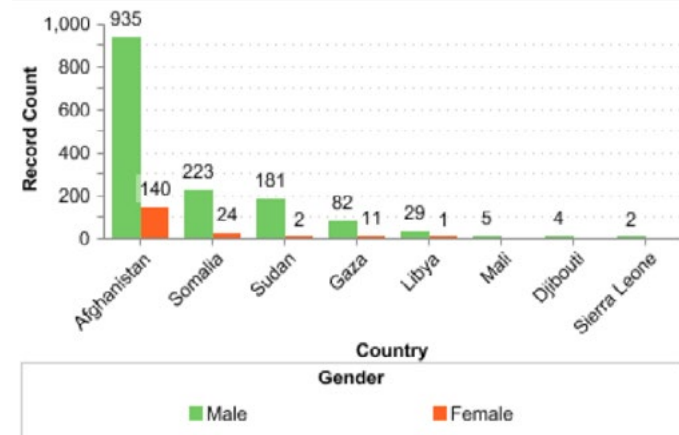
CTG staff (Permanent) by gender



Consultants by gender



Consultants by gender by country



CTG GLOBAL SUPPORTS THE BITC OPPORTUNITY NOW

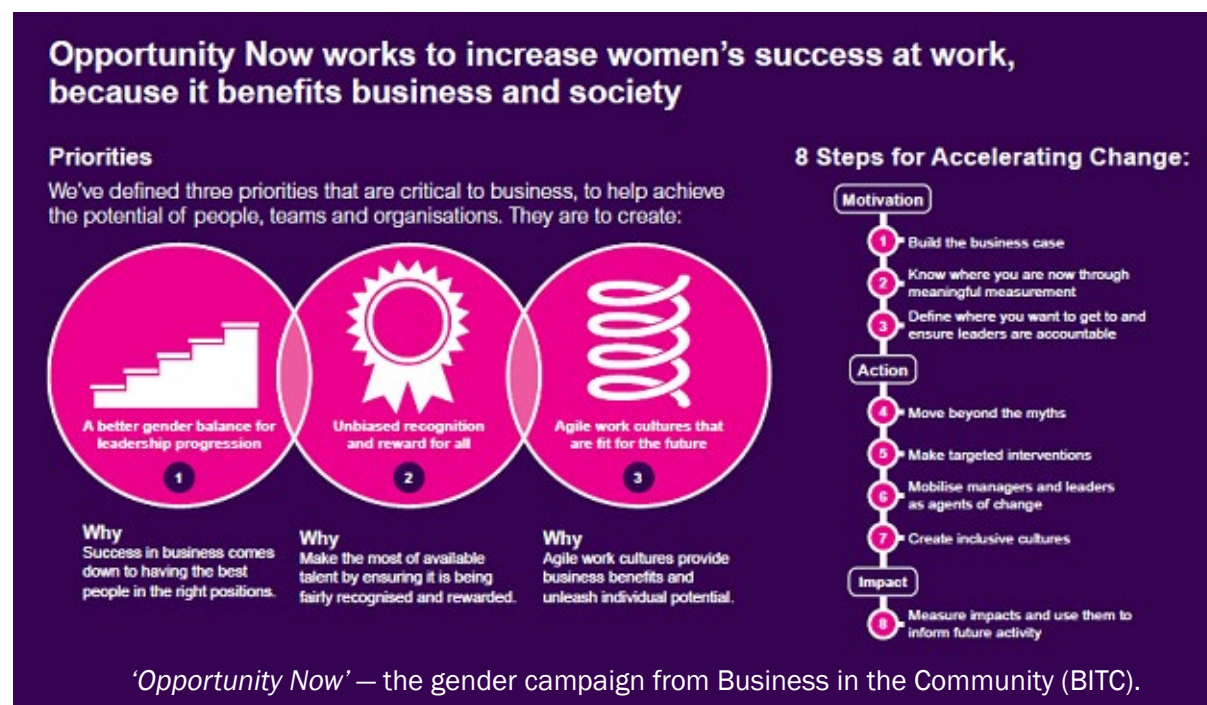
Information about the program is given below.

BITC has defined three priorities that are critical to business, to help achieve the potential of people, teams and organisations. They are to create:

1. A better gender balance for leadership progression
2. Unbiased recognition and reward for all
3. Agile work cultures that are fit for the future

WHY:

- Success in business comes down to having the best people in the right positions.
- Make the most of available talent by ensuring it is being fairly recognised and rewarded.
- Agile work cultures provide business benefits and unleash individual potential.



**8 STEPS FOR
ACCELERATING
CHANGE:**

MOTIVATION

1. Build the business case
2. Know where you are now through meaningful measurement
3. Define where you want to get to and ensure leaders are accountable

ACTION

4. Move beyond the myths
5. Make targeted interventions
6. Mobilise managers and leaders as agents of change
7. Create inclusive cultures

IMPACT

8. Measure impacts and use them to inform future activity

CTG GLOBAL SUPPORTS THE UK GOVERNMENTS *THINK, ACT, REPORT* INITIATIVE

Women earn 20% less on average than men, despite efforts to remove barriers in the workplace. Companies can still do more to make sure their employees are treated fairly.

The 'Think, Act, Report' campaign shows our commitment to gender equality in the workplace. **By signing up, we pledge to:**

- **THINK:** identify any issues around gender equality
- **ACT:** take action to fix those issues
- **REPORT:** on how CTG's business ensures gender equality



Trailblazing Transparency: Mending the Gap



Deloitte.

CTG GLOBAL PLANS FOR ACCELERATING GENDER EQUALITY PRACTICE

2017 TARGETS:

- Cultivate male middle managers as role models for gender inclusive leadership
- Encourage male middle managers to support and empathise with people who are different to themselves
- Nourish self-reflectivity through feedback in male middle managers to develop gender inclusive leadership
- Set deliverables and ask male middle managers to report on an annual basis on the changes they have been implementing

BEST PRACTICES BASED ON LESSONS LEARNED

- A lot of development training initiatives don't work as they can cost a lot of money, are vague, and don't impact change
- Men should support gender initiatives – 'Male Champions of Change' or 'Diversity Champions'
- Calling people out: Why did you do that? Approach
- Stop what isn't working and double down on what is working
- Host conferences or debates on gender equality subjects – i.e. gender equality does more harm than good
- Have 1-on-1 meetings with individuals to find out:
 - 1) What their goals are
 - 2) What commitments do you have outside of the work
 - 3) What are your priorities – childcare/hobby/etc. and not having to justify them
 - 4) What are the different personalities in play
- Request staff to take the Project Implicit Social Attitudes as it alerts people to their unconscious biases

WOMEN'S EMPOWERMENT & GENDER EQUALITY



EQUALITY MEANS BUSINESS

More than 1291 business leaders around the world have demonstrated leadership on gender equality through the Women's Empowerment Principles (WEPs).

GENDER EQUALITY AND BUSINESS RESOURCE MAPPING

A growing body of reports, case studies, tools and guidance on the importance of gender equality to economic progress, to sustainable business and development, is emerging from a wide variety of sources: business, academia, governments, think tanks, publications and blogs.

To view an initial mapping of materials and resources relevant to the WEPs compiled by Simpson and Thacher & Bartlett LLP, see

http://www.weprinciples.org/files/attachments/WEPs_Resources_Mapping_25.07.2013.xls

CTG GLOBAL SUPPORTS HEFORSHE

The HeforShe Mission Statement is:

“The world is at a turning point. People everywhere understand and support the idea of gender equality. They know it’s not just a women’s issue, it’s a human rights issue. And when these powerful voices are heard, they will change the world. The time for that change is now.

HeforShe is inviting people around the world to stand together to create a bold, visible force for gender equality. And it starts by taking action right now to create a gender equal world”

Please see <http://www.heforshe.org> for additional information.

Alice Laughler, CTG
Global CEO and
Nicole Malik, NRS
International CSR
Manager



CTG GLOBAL SUPPORTS THE NEW UAE GENDER BALANCE COUNCIL IN LINE WITH UAE VISION 2021



The UAE is introducing initiatives to improve gender balance and help the Emirates become one of the top 25 countries for gender equality.

His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President of the UAE and Ruler of Dubai, has assigned the UAE Gender Balance Council to set up the Gender Inequality Index, devised by the UN Development Programme, in the emirates.

The goal is to help encourage greater participation of women in national development and is in line with UAE Vision 2021, according to the Dubai Media Office.

HH Sheikh Mohammed bin Rashid Al Maktoum has also instructed the council to develop and enact best practices at federal institutions so that they meet their targets.

Her Highness Sheikha Manal bint Mohammed Al Maktoum praised HH Sheikh Mohammed bin Rashid Al Maktoum's support. HH Sheikha Manal bint Mohammed Al Maktoum is president of the UAE Gender Balance Council, president of the Dubai Women Establishment, and wife of His Highness Sheikh Mansour bin Zayed, Deputy Prime Minister and Minister of Presidential Affairs.

HH Sheikha Manal bint Mohammed Al Maktoum said the council would enact a framework to consolidate the efforts of various government entities

Mona Al Marri, vice president of the UAE Gender Balance Council, said three initiatives would be launched to help individuals and organisations to improve equality between both sexes.

They include documenting the efforts of the supporting bodies and the implementation of the initiative; for additional information please see <http://uaecabinet.ae/en/details/news/mohammed-bin-rashid-attends-first-meeting-for-uae-gender-balance-council-approves-gender-balance-index>



Business for Peace



Conflict and instability not only impact people and the environment, but also pose risks to all parts of the business sector. Business for Peace is a platform of over 130 leading companies from 37 countries dedicated to catalysing collaborative action to advance peace.

By joining Business for Peace, CTG Global is able to:

- Better identify and manage business risks and opportunities while reducing operational costs
- Engage in public-private dialogue to establish local priorities and implement projects
- Align business strategies and operations with good practice from across the globe
- Share best and emerging practices and learn from the experiences of peers
- Demonstrate leadership and receive recognition for advancing practical solutions



By joining Business for Peace CTG commits to:

- Paying heightened attention to the implementation of the UN Global Compact Ten Principles in high-risk and conflict-affected areas
- Take action to advance peace, either individually or in collaboration with others
- Annually communicate on progress

Recognizing that local ownership and knowledge are vital to driving change, Business for Peace has adopted a locally-driven approach. Business for Peace works to develop the capacity of Global Compact Local Networks to support participants in their efforts to conduct responsible business practices and advance peace. 18 Local Networks have already joined this growing movement, including: Canada, Colombia, Egypt, Germany, India, Indonesia, Iraq, Israel, Mexico, Nigeria, Pakistan, Republic of Korea, Sri Lanka, Sudan, Turkey, Uganda, Ukraine and United Kingdom.



CTG BACKGROUND

'CTG Giving' inaugurated in June of 2016, is a non-director led fundraising initiative that will support donations to charities and local projects; CTG Giving has a Committee Chair and is undergoing charter finalization.

CTG GIVING VISION

To transforming conflict-affected and fragile communities into a sustainable and self-reliant ecosystem focusing on education and innovation in basic standards of care.

CTG GIVING MISSION

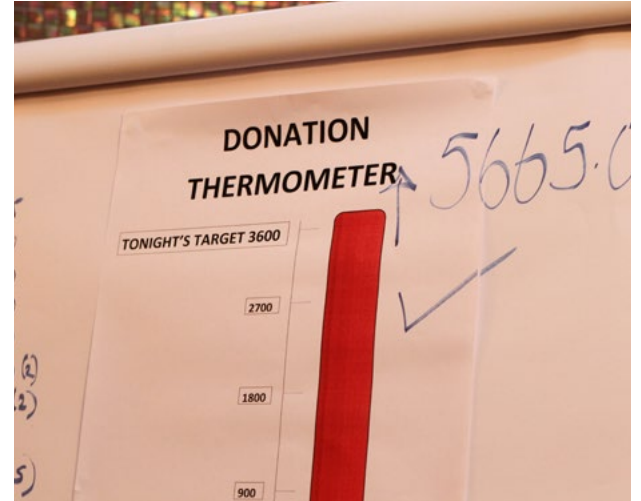
To support projects in conflict-affected and fragile areas ranging from creation of educational positions to Water, Sanitation, and Hygiene Promotion (WASH) projects with regular internal and external corporate events.

CTG GIVING VALUES

- Integrity:** CTG Giving shall operate with honesty and fairness in programmes and projects
- Community:** CTG Giving will have open dialogue and involve cross-sectional community representation
- Fun:** CTG Giving will endeavour to actively promote and create projects involving a sustained or sudden boosts of morale
- Creativity:** CTG Giving will request input from all participants and leverage technology and best practices for project efficiencies
- Growth:** CTG Giving will support a framework of growth and development for onward progression and skills transfer
- Teamwork:** CTG Giving will pioneer mechanisms for local participation
- Optimism:** CTG Giving will maintain resoluteness and probity in projects containing dynamic and challenging situations

CTG GIVING – INVESTING IN LOCAL COMMUNITIES

Photographs from the first CTG Giving function.



GLOBAL REPORTING INITIATIVE (GRI)



The Global Reporting Initiative is an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption.

in 2017 CTG will be looking to measure our achievements and outcomes against GRI standards.

GRI IS A PIONEER OF SUSTAINABILITY REPORTING

GRI has been pioneering sustainability reporting since the late 1990s, transforming it from a niche practice to one now adopted by a growing majority of organizations. GRI's Sustainability Reporting Standards are foundational to this success. With thousands of reporters in over 90 countries, GRI provides the world's most widely used standards on sustainability reporting and disclosure, enabling businesses, governments, civil society and citizens to make better decisions based on information that matters. In fact, 92% of the world's largest 250 corporations report on their sustainability performance.

GRIS VISION, MISSION AND BELIEFS

GRIs vision is to create a future where sustainability is integral to every organization's decision making process. **GRIs mission** is to empower decision makers everywhere, through our sustainability standards and multi-stakeholder network, to take action towards a more sustainable economy and world.

GRIs beliefs are:

- In the power of a multi-stakeholder process and inclusive network
- Transparency is a catalyst for change
- Our standards empower informed decision making
- A global perspective is needed to change the world
- Public interest should drive every decision an organization makes

LOCAL NETWORKS: BUILDING A BETTER FUTURE, TOGETHER.



Guidebook on Promoting Good Governance in Public-Private Partnerships

CTG Global Supports the United Nations Economic Commission for Europe (UNECE)

Background on the guidebook - The Public-Private Partnership (PPP) Alliance of the United Nations Economic Commission for Europe (UNECE) was established in 2001 to improve the awareness, capacity and skills of the public sector in developing successful PPPs in Europe.

UNGC Local Networks Reports -

Highlights the growth and activities of Global Compact Local Networks around the world. The report features statistics, activities and achievements of Local Networks in relation to Global Compact issue areas (human rights, labour, environment, anti-corruption) and in support of broader UN goals and issues. <https://www.unglobalcompact.org/library/308>



The 2nd annual CTG Global Communication on Progress covers the period through to July 2017 and will be available on the United Nations Global Compact and the CTG Global Website. In case of queries, please contact:

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