

Executive Summary

We are pleased to confirm that The Performance Coach reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Being a signatory to the UN Global Compact enables us to demonstrate to all of our stakeholders our commitment to being a sustainable business so that we can continue to be a trusted and respected global organisation in the eyes of our employees, clients and other stakeholders.

We do this in part by ensuring that the Global Compact's 10 principles are embedded in all that we do - in the way that we operate our business and treat our people, the way we manage or impact on the environment and the way in which we give back to communities we work in.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Human Rights Principles

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

Assessment, Policy and Goals

The Performance Coach aspires to be a leader in social accountability within the coaching and leadership development industry by promoting a positive culture with respect to human rights and the continuous improvement of working conditions.

We believe that all companies have a responsibility to respect human rights in their operations, regardless of the sector, country or context in which they operate. We are fully committed to supporting the protection of human rights and promote and support its principles contained within the legislative policies in accordance with the country's we work in.

Implementation

We promote our commitment to the Universal Declaration of Human Rights to all our stakeholders and openly communicate our objectives. Our Corporate Social Responsibility (CSR) statement is made available on our website.

Our management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

All employees receive an induction into the business where our policies, procedures and expectations are outlined.

All our policies are reviewed for suitability, sustainability and effectiveness on an annual basis or sooner should a significant change occur.

Measurement of outcomes

Under the Employee Handbook and/or relevant policy documentation there are company procedures for addressing complaints or allegations with regard to Human Rights, which are reviewed annually by Senior Management. The Employee Handbook has been fully reviewed and revised in the past year to ensure all new and existing UK legislation and best practice is incorporated.

There have been no legal cases or complaints made against the Company in the area of Human Rights.

Labour Principles

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

Assessment, Policy and Goals

The Performance Coach complies fully with all aspects of UK labour law and/or in accordance with the country in which we are working in.

The Performance Coach clearly sets out its policies to all employees by providing a contract of employment which makes reference to the Employee Handbook and/or relevant guide where additional information can be found regarding these policies and principles.

Implementation

The Performance Coach maintains a comprehensive recruitment procedure and all records are maintained within the HR department. We monitor all areas concerning Labour Principles and aim to continually improve processes and policies.

All our employees and associates are provided with excellent working conditions, including payment of wages and benefits that comply with applicable laws and regulations.

We are committed to ensuring that our operations do not contribute directly or indirectly to human rights abuses and will not engage with any organisation that does not uphold their social responsibility to basic human rights which includes any form of forced labour, physical punishment or other abuse.

Measurement of outcomes

There have not been any legal cases brought against the company in the area of labour relations.

Labour principles are reviewed regularly by Senior Management.

Environmental Principles

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

Assessment, Policy and Goals

At The Performance Coach we recognise our responsibility towards environmental issues and the community. All our employees have a general duty of care and are required to take all reasonable steps to comply with our environmental policy and agreed procedures, and to demonstrate a personal commitment to a safe environment at all times.

Implementation

Our Environmental policy is made available to employees, associates and to all stakeholders and to the public upon request and whilst our environmental impact is minimal, we aim to recycle as much as possible.

We have and continue to ensure our employees are aware of our environmental procedures in order to reduce waste and increase recycling.

Measurement of outcomes

The Environmental Management Policy is subject to annual review by Senior Management.

Anti-Corruption Principles

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

Assessment, Policy and Goals

We must conduct all our dealings with integrity. Bribery and corruption harms the societies in which these acts are committed and prevents economic growth and development.

This is not just a cultural commitment on the part of the organisation; it is a moral issue and a legal requirement.

The Performance Coach has anti-corruption principles and procedures set out in its Employee handbook and/or relevant policy documents.

Implementation

The Performance Coach has established anti-corruption training as a key component part of its induction and ongoing training programme for employees.

The Performance Coach maintains financial control of all employee expenditure and other expenses, to ensure that spending is transparent.

Our code of conduct states that bribery and the making of facilitation payments or ‘kickbacks’ are unequivocally unacceptable. We have a zero-tolerance approach to bribery and corruption which is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

The Performance Coach has now fully introduced a new finance system which will help to further eradicate any additional risks and enhance our procedures in this area.

Measurement of Outcomes

There have not been any legal or other cases brought against The Performance Coach during the company’s existence.

Training on this policy forms part of the induction process for all new workers. All existing workers receive regular, relevant training on how to implement and adhere to this policy.

Our policy and procedures in this area are subject to annual review by Senior Management.