

A black and white photograph of the United Nations Secretariat Building in New York City. The building is a tall, modern skyscraper with a grid-like facade. In the foreground, a row of flagpoles holds various national flags, including the United Nations flag and several member state flags. The sky is clear and bright. The text "United Nations" is overlaid in large white letters, and "Global Compact" is overlaid in smaller white letters below it. Below that, "Communication of Progress" is written in a smaller teal font.

United Nations

Global Compact

Communication of Progress



PMP
Recruitment

Welcome

Welcome to PMP Recruitments' second annual Communication of Progress which describes our approach to the United Nations Global Compact and its 10 Principles, including our performance in 2015 and our future commitments.

The United Nations Global Compact was launched in 2000 to harness the power of collective action in the promotion of responsible corporate citizenship. The Global Compact is a framework for businesses that are committed to aligning their operations and strategies with the ten universally accepted principles in the areas of Human Rights, Labour, the Environment and Anti-Corruption.



United Nations Global Compact

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.

Anti-Corruption

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

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Statement of Support for the UNGC

PMP are proud to deliver their second Communication of Progress (COP) which details the advances our business has made since joining the Nations Global Compact on 22nd September 2014.

This document reaffirms our support of the 10 Principles of the United Nations Global Compact; Human Rights, Labour, Environment and Anti-corruption. We have integrated these Principles into our business - ensuring that they are influential and at the core of our strategy, culture and daily operations.

In this updated communication we describe the actions we have taken over the last 12 months, our targets for 2016/17, and our ongoing commitment to the United Nations Global Compact.

PMP are currently one of only three recruitment companies to have signed up to the UN Global Compact which demonstrates our continuous dedication to CSR and the progression of our ethical story.

I look forward to presenting our progress in 2017, with the hope that we have achieved all targets included in this document.



Jamie Reynolds, Managing Director PMP Recruitment

Protect, Respect, Remedy Framework

In 2011 the UN Human Rights Council implemented the 'Protect, Respect & Remedy Framework'.

This framework was proposed by Professor John Ruggie, Special Representative of the UN Secretary General on Business and Human Rights.

This framework was developed resting on three pillars:

1. Government's duty to protect against all human rights abuse within their territory and control by third parties, including business enterprises.
2. Businesses responsibility to respect human rights regardless of the size, sector and location of business, and address adverse human rights impacts which they may be involved in through undertaking a risk assessment.
3. The Government must take appropriate action to provide a remedy to protect those abused by human rights.

Protect, Respect, Remedy Framework

PMP Recruitment are proud to have partnered with Weetabix since May 2014, supplying factory operatives and fork truck drivers as well as placing co-pack and warehouse staff on site to XPO Logistics.

We have successfully passed all compliance audits and are honoured to have received the Weetabix Supplier Award for Service in 2015, this on the back of 100% labour delivery and the excellent communication from our team based permanently on site.

At PMP we feel our successful relationship with Weetabix is based on aligned values, ethics, culture and business strategies. Weetabix are engaging; ensuring all colleagues and suppliers are kept well informed, they are professional, open to new ideas and instill a 'one team' mentality - listening to suppliers and ensuring relationships are one based on partnership not customer/supplier.

We consider Weetabix to be one of our most prestigious and valued accounts, we have an excellent working relationship which is built on mutual trust and a shared vision to succeed, and we hope that this continues for many years to come.

Training & Development

PMP Recruitment are committed to investing in their people and supporting them through Training and Development Programmes.

We look to develop our employees' professional skills to advantage both the business and the individual. To support this objective PMP Recruitments' Training and Development team offer programmes to suit the needs of all employees.

In addition all employees undergo an extensive on-boarding process when joining the business, completing a 12 week workbook programme and attending a compulsory 1 day company induction delivered by the Learning and Development Team.

PMP have invested in online training for our employees allowing them to learn and improve in their own time in any location. This has been achieved through the use of our Google Apps software enabling us to create and update Google sites with new and interesting information.

PMP have also organised and completed a number of HR Roadshows and Leadership Programmes throughout the past year to reinforce our commitment to the development of our employees.

Training & Development - Stronger Together

PMP Recruitment is still very committed to the Stronger Together initiative, in January 2015 we became Stronger Together Business Partners and are proud to be supporting the initiative.

In the last year around 60% of our senior management team have attended the external Stronger Together Workshop. They continue to work in collaboration with their clients to ensure that the initiative is being implemented at all of the sites to which they supply workers.

All PMP offices and branches display the Stronger Together posters and information leaflets ensuring that all visitors know our commitment against human trafficking and labour exploitation.

We continuously educate our workforce and pass on our knowledge to every assignment based employee to ensure they are educated and know that forced labour is illegal and PMP Recruitment stands up for the victims.

Training & Development - Stronger Together

PMP Recruitment have invested significant resources into developing a new front office system which will allow each worker to have more visibility and easier access to their records which we hold on our files. It also gives us a greater control over our files and will allow us to monitor the documents we hold and easily identify any anomalies which we can then investigate.

The new system requires further development and ongoing investment to allow our workers to register online using their smartphone prior to visiting the branch; we are hoping that this will reduce the risk of third party exploitation as workers will be not rely on others to help them register and they will have greater control over their personal details.



Training & Development - Memory Lane Cakes

In the first quarter of 2016 an anonymous letter was received alleging discriminatory action carried out by PMP Recruitment at our client's site, Memory Lane Cakes.

We strongly refuted these claims citing our membership of the UNGC, our commitment to Stronger Together and our SA8000 accreditation. As a company we have always treated allegations of harassment and discrimination very seriously and so conducted a thorough investigation to resolve these matters. Carrying out the investigation we introduced a number of actions:

1. A confidential workers questionnaire was sent to all our workers. This was based on the Stronger Together template and was anonymously controlled to prevent misuse.
2. One to one worker interviews were introduced to investigate concerns
3. The opportunity for workers to attend off site talks with a HR staff member and a Manager not involved with the site was introduced. This allowed workers to talk freely and anonymously
4. As a business we already have a confidential helpline set up managed by a bilingual worker advocate. We reinforced the availability of this additional service.

All allegations were unfounded as a result of the investigation. Recommendations were made to continue to improve the site and ensure all standards are surpassed at all times.

Ethical & Compliance

PMP's experienced Learning and Development team work closely with all functional areas of the business to develop training courses to meet the needs of all employees. In 2014 they collaborated with the Internal Compliance team to develop an Ethical and Compliance workshop.

These workshops have continued throughout 2015/16, and to date 375 employees have attended workshops across the UK. The one day training course focuses on ensuring all employees fully understand the importance of carrying out the processes and procedures involved in placing an assignment based, on site employee.

As a recruitment agency it's important that we, and our clients, meet current legislation from all governing bodies involved in the supply chain. The Learning and Development team received outstanding feedback from employees who expressed the workshop gave them the confidence and reassurance they needed to carrying out the correct procedures.

Since our last report we have updated the content of this Ethical & Compliance Workshop to more closely align our support to the UN Global Compact and the Stronger Together initiative as part of our actions in helping to tackle modern slavery in the workplace. Six courses with this revised programme have been run in the first half of 2016 to 50 PMP employees who are at the forefront of the business.

Ethical & Compliance

We believe it is vital to actively demonstrate and implement compliant and ethical practices, working relentlessly to ensure all individuals are treated with the respect and dignity they deserve.

In order to maintain high levels of competency the PMP Compliance Team initiate regular audits. In line with our value of Candor, we offer this audit provision and consultancy service to clients free of charge - ensuring 100% transparency of all results and feedback.

Our audits cover every aspect of a client's operation from in branch compliance and regulation to ensuring workers rights are adhered to at all times.

Areas covered by our audit

- Branch
- Worker
- Agency Worker Regulations
- Client
- External
- Driving

Our results are summarised and reported to the client along with suggestions on where improvements can be made.

Time Off For Training Policy

PMP Recruitment are committed to ensuring all employees are adequately trained and understand that some training courses or study may take place outside of the business. In order to facilitate this PMP Recruitment have developed a Time off for Training Policy which ensures that all employees are supported through the process and are aware of their entitlements.

PMP Recruitment make every effort to support employees when undertaking training/studying including elearning courses and where feasible will seek to offer financial support.

“PMP Recruitment have enabled me to develop my skills by providing me with time off to study the Diploma in Human Resource Management (CIPD). This has enabled me to work more effectively on site. I feel more confident in achieving my goals and to deliver a more advanced standard of work”

Iwona Nepelska - Senior Site Consultant

Who We Are

As part of the Cordant Group, PMP operate alongside our other recruitment and managed services brands. The Cordant Group family business was founded in 1957.

In the early years it was the security service which generated significant success together with integrated cleaning solutions and, as a consequence, allowed the company to acquire a number of businesses over a period of fifty years - expanding its offering into integrated facilities management and recruitment services. Now the Cordant Group operate in excess of 2,300 locations throughout the UK.

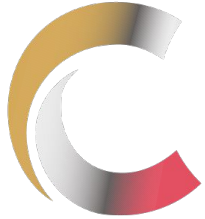


Our Mission

We will transform the way recruitment and facilities services are delivered around the globe, offering customers a unique and superior service, by utilising leading technology and creating an environment where talented leaders and game-changers who share our passion for disruptive innovation are given the opportunity to succeed and change their lives.



The Cordant Spirit: Values & Vision



Candour

We value and respect candour, encouraging open and honest feedback recognising that our reputation and the trust people place in us depends on being honest with ourselves and others.

Collaboration

We put the needs of the team above our own, respect the role others play and work collaboratively to ensure we achieve our vision.

Opportunity

We will inspire, support and invest in our people who will share in our success. We will provide the opportunity, inspiration, investment and support to enable our people to realise their full potential because they belong to our family and are core to our success.

Relentlessness

We are driven to be the best. We have a relentless desire to succeed, be the best, and deliver superior services which create long-term value for the business and our customers.

Disruptive Innovation

We will continually challenge the status quo, push boundaries and utilise leading edge technology, to optimise how we work, to deliver superior value-added services.

What We Do

PMP Recruitment are a leading name in the recruitment industry specialising in the light industrial and logistic markets, powered by our national expertise and experienced resources. Our customised, flexible workforce solutions include temporary and contract staffing, peak season/high volume staffing, contingent workforce management as well as permanent hires.

As a privately-owned staffing company with more than 20 years experience in the industry, PMP Recruitment know what it means and what it takes to be a dedicated partner, and are extremely committed to the long-term success of their clients.

Early in 2016 the business restructured to become a fully integrated management services solution partner to our clients that encompasses not only temporary labour provision but also facilities management such as security, cleaning and technical services.

What We Do

As stated in our last report we developed and published a set of HR policies that are directed at creating an environment that will attract, develop, motivate and reward employees.

Further HR Roadshows were delivered by the HR team to PMP staff during the period January to April 2016 for new starters or those who were unable to attend the roadshows in 2015. The working environment at PMP is enhanced by lifestyle-friendly policies that support human rights, citizenship, health and safety, disability, personal and career development and high standards of ethical and professional conduct.

As we've grown, it's remained crucial for our CSR policy to be inclusive of our entire workforce as we engage all employees to help to introduce new initiatives into our daily operations, priding ourselves on being at the forefront of all ethical practices.

	Number of internal employees	Number of assignment based employees*
PMP Managed Services	450	15,000-30,000

*The number of assignment based employees varies in accordance with our client requirements.
E.g. The number of assignment based employees rises for some clients in quarter four due to pre-Christmas production.

Who We Work With

Our commitment to exceed our client and candidate expectations starts at every front desk and reaches across to our Business Development and Account Management, Administrative Professional, On-site Leader, Team Leader and Business Centre Management team.

With over 25 years experience in the temporary and permanent recruitment markets PMP Recruitment work with an impressive client portfolio, including some well know retailer and popular brands:



95% client retention contributes to longer contracts for our employees

Where We Are

PMP Recruitment have an extensive presence across the UK with over 250 managed locations.

We're a proud employer to tens of thousands of temporary agents, with 15 Business Centres/Branches and over 300 on site locations UK wide:



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

As a recruitment agency joining the United Nations Global Compact for Human Rights and Labour has positively influenced our business practices. One of the key driving forces behind PMP joining this initiative is that we already have a positive impact on human rights through our contributions towards social and economic development employing people across the UK.



PMP Recruitment continue to be supporters of the Stronger Together initiative after becoming qualified Business Partners in January 2015.

Stronger Together is a multi-stakeholder collaboration aiming to reduce the occurrence of forced labour, labour trafficking and other forms of hidden third party labour exploitation. Labour exploitation is becoming an increasing problem in the UK private economy within sectors such as agriculture, manufacturing, construction and domestic work, making it increasingly challenging for recruitment agencies to supply to these sectors.

Human Rights

To further support PMP's commitment to the Stronger Together initiative, PMP's HR Department have collaborated with the Learning and Development team to develop an updated ethical workshop for 2016, which almost entirely concentrates on the UN Global Compact and Stronger Together initiatives. To date this has been delivered to 50 internal employees and remains part of our standard Learning and Development course portfolio for employees to request and access. PMP remain committed to a long term vision of delivering the ethical workshop to all employees by 2018.

At PMP we understand that the Stronger Together objective of reducing hidden third party labour exploitation will only be achieved if we as a labour provider continue to implement good practices, engage our workforce and be aware of the potential signs of human trafficking.



Human Rights

PMP continue to hold the Global Social Accountability Accreditation (SA8000) in its South Wales operations.

The accreditation is renewed every 3 years, and requires PMP to be subject to an audit every 6 months to review each of the SA8000 standards on Human Rights. The audit includes confidential face to face interviews by the Auditor with approximately 5% of our assignment based employees. This is particularly important in ensuring our front line staff are implementing our policies and practices on Human Rights.

We are reviewing the updated standard SA8000: 20014 (currently SA8000:2008), with a view to embedding this latest standard in our management practices from next year



Child Labour



Forced Labour



Health &
Safety



Freedom of
Association



Discrimination



Disciplinary
Practices



Working Hours



Remuneration

Human Rights

All 29 internationally agreed Human Rights contained within the International Bill of Human Rights and ILO Core Conventions are important to PMP and its recruitment services.

In order to ensure we are compliant since joining the United Nations initiative in September 2014 our internal United Nations project team have developed a GAP analysis assessing the difference in performance between PMP Recruitment and the 29 internationally agreed Human Rights to determine whether the business is meeting the United Nations requirements, if not, steps are taken to do so.

In carrying out a GAP analysis the project team have identified all the policies, procedures and risk assessment forms PMP have in place that ensure they are compliant, these include:

- Health and Safety Policy
- Stronger Together Policy
- Young Workers Risk Assessment Form
- Ethical Sourcing & Supply Policy
- Whistle blowing Policy
- Privacy to Personal Data Policy

Actions derived from the GAP Analysis are set out in our Achievements/Targets 2016/2017 section.

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.

Collaborate with clients, offer research reports to ensure clients are up to date with latest regional labour standards, NLW etc.

Own operations v that of client and seeking to influence the client on labour standards of ethical supply especially in respect of the NLW
Upholding labour standards

Partnering with workers to improve industrial relations, building more resilient economies and communities

Labour

PMP Recruitment have been stakeholders in the non profit making organisation Sedex since 2008.

'Sedex is a not for profit membership organisation dedicated to driving improvements in ethical and responsible business practices in global supply chains.'

As the largest collaborative platform for sharing ethical supply chain data, Sedex is an effective supply chain management solution, helping to protect and reduce risk within PMP Recruitment as well as improving our supply chain practices.

This is predominantly done through their secure, online database which allows us and other members to store, share and report information on four key areas:



Labour
Standards



Health &
Safety



The
Environment



Business
Ethics

Labour

Since Sedex was officially launched in 2004 they have seen significant growth in membership numbers, their annual review in May 2012 revealed that 25,000 organisations worldwide have joined Sedex in its 8 years of existence.

This significant growth demonstrates the increasing importance and value of responsible procurement to businesses and a growing recognition that a collaborative approach is an effective way of driving ethical and sustainable improvements in global supply chains.

Since being a stakeholder in Sedex, PMP Recruitment have benefited from a range of tools they offer including a common standard self-assessment questionnaire and market leading risk analysis tools developed in partnership with the well known risk analysis firm 'Maplecroft'. These tools have been used to help identify areas of risk within our supply chain, enabling us to take the necessary steps to address and resolve any issues before they become costly to the business.

Labour

One of the main benefits for PMP in joining Sedex is that it provides us with an efficient and cost effective way of sharing ethical information with our clients and potential clients, helping to cut down on unnecessary paperwork and saving time and money.

As a supplier, when we became a stakeholder in Sedex we initially completed a self assessment questionnaire and now have the freedom to choose who we share this information with on the database, along with any other relevant ethical information we wish to provide, such as audit reports and certifications. The Sedex system is very secure and confidential giving us the satisfaction that any information we provide is kept secure and confidential, we as a business have complete control over who can view our data.

By allowing suppliers to share the same data with many customers, Sedex helps reduce the need for multiple audits, allowing both parties to concentrate on making real improvements, having confidence in who they are working with.

PMP have really benefited from the database Sedex offers giving us the opportunity to view potential clients supply chain information before supplying them, this helps us to ensure that our supply chain is as ethical as can be.

Labour - Ethical Worker Sourcing and Supply Policy

PMP Recruitment have developed and internally circulated an 'Ethical Worker Sourcing and Supply Policy' to show ongoing commitment to ensuring that all workers are sourced and supplied ethically as well as being treated fairly and with respect throughout employment.

Within this policy it illustrates that all forms of forced and compulsory labour are forbidden, setting out the correct procedures, practises and checks employees should carry out in order to be compliant. It is very important within PMP Recruitment that:

- No workers are bonded or forced to work against their will
- Workers are free to leave their employment, after giving reasonable notice, without losing any pay or benefits to which they are entitled.
- Workers are given a choice whether or not they wish to work overtime and are free to leave the work site after their shifts end.
- Workers are not required to pay deposits (e.g. for uniforms, personal protective equipment, tools etc.)
- Original ID papers are kept for no longer than the time to copy them.

Labour - Ethical Worker Sourcing and Supply Policy

The Ethical Worker Sourcing and Supply Policy also states PMP's approach to recruiting people under the age of 18. PMP Recruitment do offer work to those aged between 16-18 years, however, a young worker's risk assessment form must be completed prior to them being placed at a client site. The client must also be made aware to ensure that the hours and type of work being carried out is suitable. The policy also states that under no circumstances will PMP Recruitment recruit anyone under the age of 16.



Labour - PMP Recruitment support the Ethical Trading Initiative (ETI)

The Ethical Trading Initiative is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe. Their vision is to create a world where all workers are free from exploitation and discrimination, where workers can enjoy conditions of freedom, security and equity.

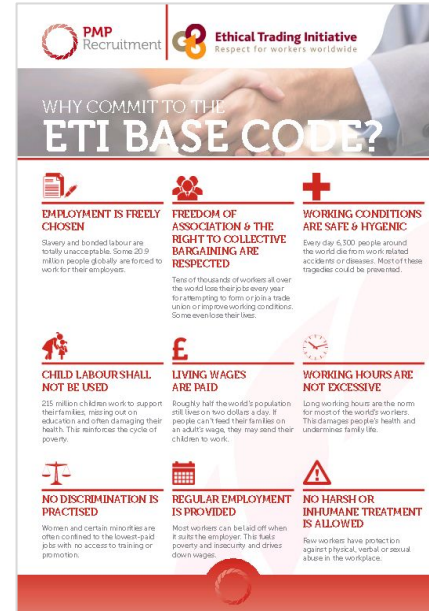
Upon committing to support the ETI, PMP Recruitment have affirmed to support and implement the ETI Base code within the business, taking on the responsibility to improve the working conditions of the people they employ.



Labour - PMP Recruitment support the Ethical Trading Initiative (ETI)

The ETI Base Code is a universal framework which covers many important issues including 'Freedom of association and the right to collective bargaining'.

Tens of Thousands of workers all over the world lose their jobs every year for attempting to form or join a trade union or improve their working conditions. Some even lose their lives! Here at PMP we understand the importance of this and as a result anyone employed by PMP Recruitment has the right to join a trade union. If an employee decides to join a trade union they will not be treated differently or discriminated against on any grounds.



Labour - PMP Recruitment have developed and published a Discrimination Policy

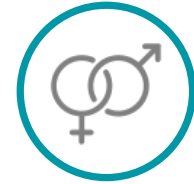
As a business PMP are committed to promoting diversity and providing equal opportunity to all areas of the business from recruitment, employment and career progression to learning and development.

PMP try to ensure that all applicants, employees, workers and visitors (including clients and suppliers) receive equal treatment irrespective of 'The Protected Characteristics' which include their sex, marital or civil partnership status, sexual orientation, gender reassignment, race, colour, ethnic or national origins, religion or belief, disability or age.

PMP do not tolerate unlawful discrimination, victimisation or harassment and bullying and those responsible may be subject to disciplinary proceedings under the Company's disciplinary policy.



PMP have an ethnically diverse workforce, employing over 30 different nationalities



60% of our workforce are female, 40% male

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.



Environment

As a non-manufacturer, instead a labour provider, the main risk areas in implementing the UNGC and its 10 principles is in respect to Human Rights and Labour. However, PMP Recruitment are continuously looking for ways to make progress and since joining the UNGC have examined ways in which they can reduce their impact on the environment.

A target for PMP Recruitment is to reduce their impact on the environment, which includes factors that contribute to climate change, via a commitment to continual improvement and to give maximum co-operation in complying with environmental legislation and regulations.

As a result, all branch locations have been supplied with recycling facilities and are repeatedly encouraged to use energy saving light bulbs. PMP Recruitment also insist that all IT equipment is switched off when not in use to prevent the unnecessary and needless waste of energy.

In addition to this, as a way of reducing paper consumption all computer devices within the company have been set to print double sided.

Environment

In October 2014 PMP Recruitment invested heavily in new technology and a central wifi system. The investment has aided and improved collaboration between internal employees through the facilities Google has to offer such as conference calling and hangouts. By December 2014 all employees were trained in Google and at least one employee per branch was given the 'Google Champion' title acting as a first point of contact for any queries or further training employees required.

Since Google has been fully integrated into the business employees have been encouraged to use the Google hangout facility as opposed to travelling for meetings. This has helped to reduce the company's impact on the environment through reducing their carbon footprint as well as acting as cost saving for the business.



Minimised branch/high street locations to work on branch or home working



Working Green



Microsite development initiative - transparency



Cycle to work scheme review, car pooling

Anti-Corruption

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

PMP Recruitment are compliant with the Bribery Act and in 2015 developed and published an Anti-Corruption policy to ensure all employees do not participate in any corruption, bribery or extortion.

The policy states that employees will face disciplinary action where it is deemed that the employee has offered, promised or given a 'financial or other advantage' to another person where they intend to bring about improper performance or acquire new business or to personally gain as a consequence.

Any employee who receives a gift of any kind from an existing or potential business contact or candidate must disclose the fact of the gift, its nature and the identity of the sender to his/her Manager / Human Resources. If the gift is anything other than a small token of appreciation having no substantial financial value, the employee will be required to return the gift, this is particularly important at Christmas when clients send in gifts to specific members of staff.

PMP Recruitment only operate in the UK significantly reducing the risk of potential fraud and corruption from overseas.

Achievements 2014/2015 - Targets 2015/2016

Since joining the United Nations Global Compact we have established a GAP Analysis to review ways in which we can improve our processes and procedures - ensuring we are doing our utmost to support the United Nations and all other ethical initiatives we support. The GAP analysis is a work in progress document.

Target 2015/2016	Achievement 2015/2016	Target 2016/2017
All SMT to attend external Stronger Together Workshop by 2016/17	Achieved	Communicate the Cordant Working Green campaign across the business
Develop the content to align it with the United Nations Global Compact and deliver it as a training course to 100 employees	Achieved in developing the content but only delivered to 50 employees	Communicating PMPs COP to the sister brands of Cordant to ensure awareness throughout the integrated service provision
Collaborating 2 key clients attending this course	No client attendance on these courses	
To deliver a series of workshops covering key policies on: Discrimination Data Protection Grievance	Achieved - HR Roadshows	Communicating Stronger Together to the sister brands of Cordant to ensure awareness throughout the integrated service provision
Brief SMT on the policy	Achieved	Build and deliver HR roadshows to Cordant Services
To communicate PMP's 2014/2015 ethical achievements to 25% of their key clients.	Exceeded as communicated to 25% of all our clients not just key clients	To communicate PMP's ethical achievements and commitment to UN Global Compact to All Clients
To communicate PMP's ethical story to all major clients and key stakeholders.	Exceeded as communicated to 25% of all our clients not just key clients	To communicate PMP's ethical story to All Clients

2016 COP Feedback

As a stakeholder of the UNGC PMP Recruitment would appreciate any feedback and comments on its 2016 Communication Of Progress. PMP Recruitment became members of the UNGC in September 2014 therefore this is PMP Recruitment's second annual Communication Of Progress. As part of our commitment to the UNGC we will submit an annual Communication Of Progress to the UN office in New York.





PMP
Recruitment

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