



United Nations
Global Compact

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS: 3rd Report, 2016

ShiftIN Partners – Consulting Firm

Strategy & Innovation from within

CONFIDENTIAL

Statement of Continuous Support



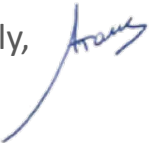
It is our pleasure to confirm, for third year in a row, **ShiftIN Partners'** continuous commitment to the **Ten Principles** of the Global Compact with respect to human rights, labor, environment and anti-corruption.

With this communication **ShiftIN Partners** conveys and manuscripts its determination in evolving those principles within its sphere of impact. **ShiftIN Partners** has embedded Global Compact's principles within the company's Strategy, Culture, and day-to-day operations.

Furthermore, we have engaged in collaborative projects that advance the broader development goals of the United Nations, particularly the 17 Goals for Sustainable Development. **ShiftIN Partners** has announced to its stakeholders and general public adhering to this commitment.

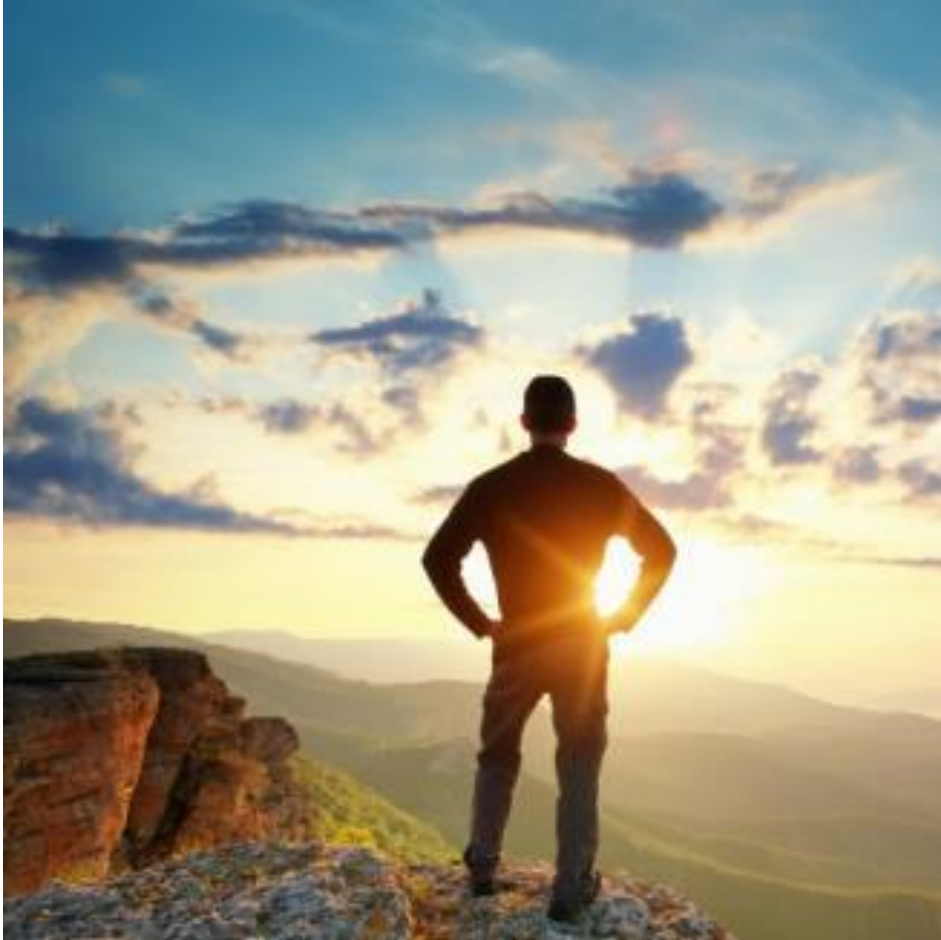
In recognition of the key requirement, being part of the Global Compact, **ShiftIN Partners** submits this third Communication on Progress (COP) illustrating its efforts in implementing the **17 Goals for Sustainable Development**.

Moreover, as per our original commitment and according to the Global Compact COP Policy, **ShiftIN Partners commits** through its culture of public transparency and submits this report on yearly basis.

Sincerely, 

Mr. Amancio Torres
CEO, **ShiftIN Partners**





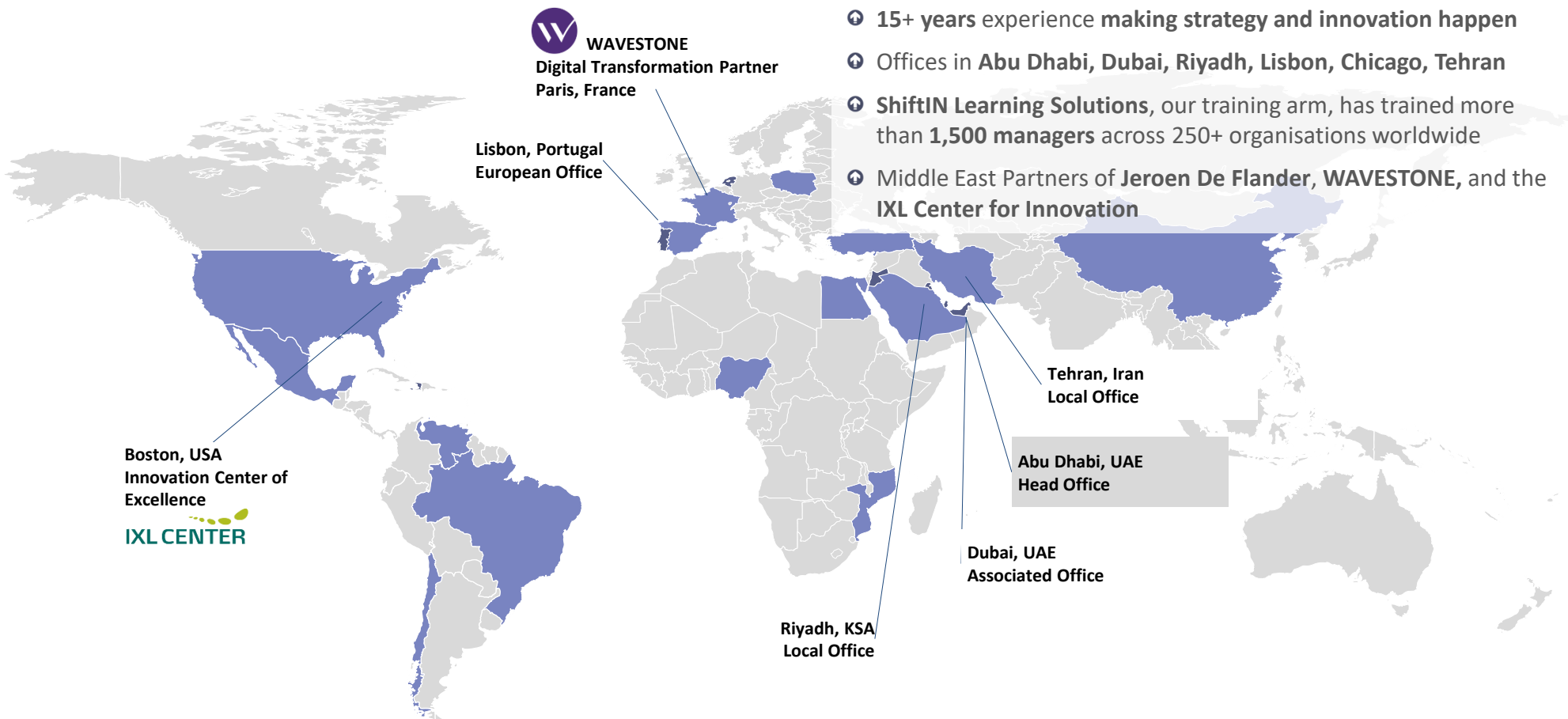
1. Our CSR Policy

- 2. Communication on Progress 3rd Report
- 3. Our Next Steps

About ShiftIN Partners



Our team accumulates a combined experience of advising +250 organisations across 5 continents



Bahrain | China | Egypt | Jordan | Kuwait | KSA | Netherlands | Nigeria | Portugal | Poland | Qatar | UAE | USA | Iran | Venezuela | Brazil | Mexico | Haiti | Mozambique | Spain

Our Values



These values are what makes ShiftIN's professionals the people they are. They unite us and inspire us to go above and beyond...

Putting the Client First

Our clients' challenges are our obsession. We constantly strive to do what is best for them. First and foremost, that means ensuring that they obtain the greatest possible return on their investment. Where appropriate, we demonstrate our conviction by linking our compensation to clients' performance. Putting the client first also means having the flexibility to be able to adapt our direction to our clients' changing needs and realities, because a rapidly changing environment is a great challenge in every business.

Fellowship

ShiftIN's partnership approach imbues every facet of our working environment and working relationships, not only with our clients but also internally within our team. We believe that achievement requires an environment of cooperation, collaboration, camaraderie and strong personal and professional relationships. All are critical to success, and make work rewarding for everyone.

Creativity

Talent, versatility, and the insights derived from wide-ranging experience are a given. To that mix of ShiftIN's qualities, we add creativity. Among our professionals, we encourage the free flow of knowledge and ideas, encourage our people to challenge existing paradigms, and believe in approaching issues with a fresh perspective and new ideas. We believe this fresh approach is what makes us successful as individuals, and also collectively, as a firm.

Transparency

We prize transparency at all levels, and believe our transparency helps us establish a level of trust and communication with our clients that facilitates problem solving and progress. By pursuing a climate of openness, we can more readily get to the root of a problem, address any weaknesses, and correct any mistakes. A problem is only a problem if we do not solve it.

Our Stakeholders

Our shared values are the basis of our relationships with all our stakeholders...



Our Values

Creativity

Putting the Client First

Fellowship

Transparency

Our CSR Policy



Working towards a positive shift for all...



Our Clients

We are committed to 'Put the Client First' and provide the best level of service to our clients, with high flexibility, helping them achieve better performance which in turn reflects on their communities.

We also promote ethical best practices and CSR to our clients, support their initiatives, and engage their stakeholders towards a positive impact whilst creating shared value.



Our Partners

At ShiftIN, partnership is our guiding philosophy: it is how we assemble the finest expertise available to deliver optimal solutions. And as we forge strategic partnerships and relationships with the foremost experts in specific disciplines, we always base our partnerships on respect and transparency ensuring ethical practices.



Our Society

We are responsible towards the society we live in, and we are committed to contributing to the society and to creating a positive impact, whether through our clients promoting CSR within their strategies, always advising on ethical practices, or directly through our own social initiatives and engagements.



Our Employees

We offer our employees a unique opportunity to enhance their professional development and accelerate their career advancement. They work in a highly challenging, non-hierarchical environment. We believe in making the most out of their capabilities, and make it a priority to mentor and guide them all along the way.



Business Community

As we are an entrepreneurial company within the business community we also support entrepreneurship as a main block in any country's economy. We value creativity and innovation and we are committed to building capabilities as well as continuously generating and sharing knowledge.



Our Environment

We act responsibly towards our environment, within our facilities and team. Moreover, we promote environmentally responsible behaviours with our stakeholders and work with others to enhance innovation in sustainability.

Our Values

Creativity

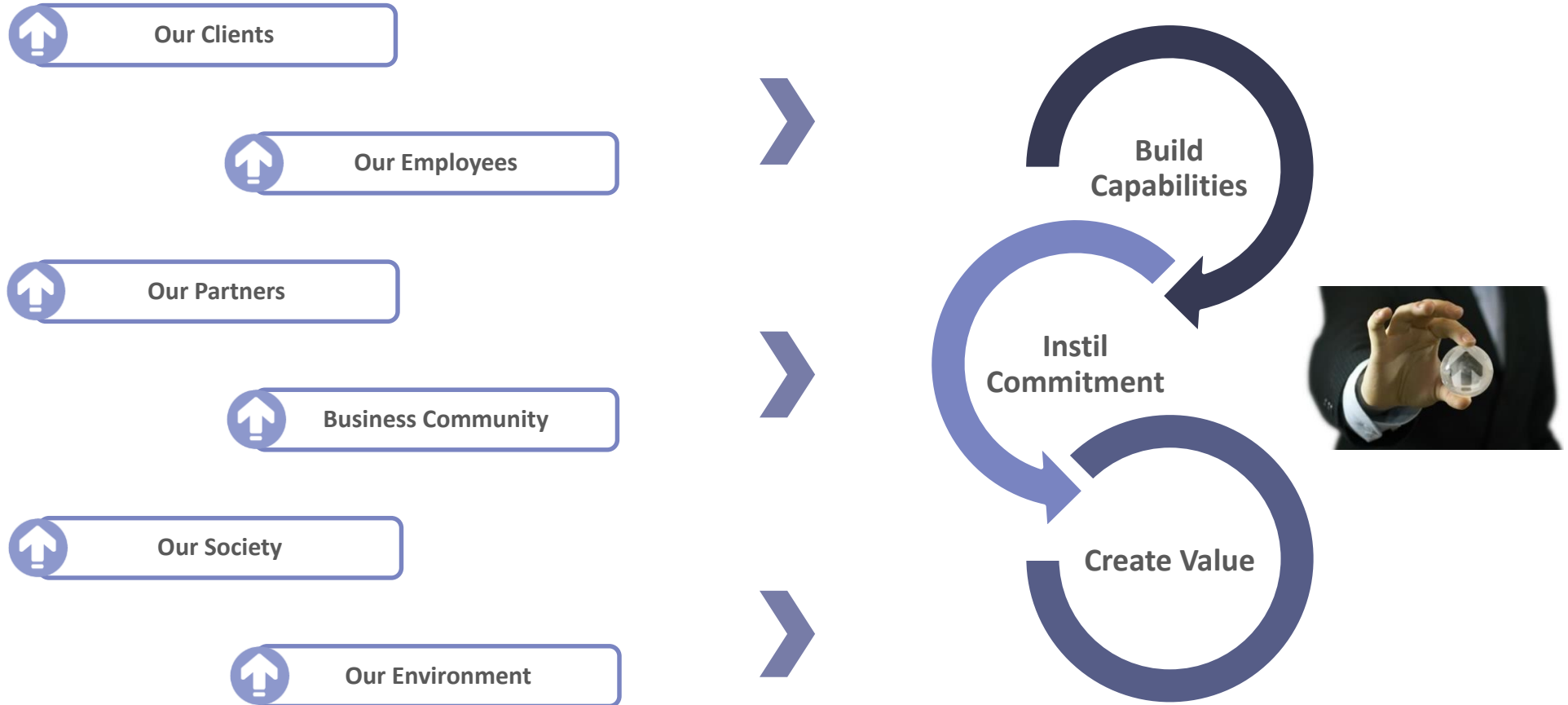
Putting the Client First

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Our CSR Policy

Working towards a positive shift for all...



Our Values

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1. Our CSR Policy
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3rd Report**
3. Our Next Steps

Project 1: Grow Movement

Devoted time of our consultants to coaching and mentoring entrepreneurs from Uganda

EMPOWERING AFRICAN ENTREPRENEURS WITH BUSINESS SKILLS BE A PART OF THIS MOVEMENT

Become a Volunteer Consultant



Become a Client

Project Description

Our consultants empower entrepreneurs from Uganda by sharing their business skills over Skype, phone, and email.

This knowledge injection enables them to run their businesses more effectively, increasing their profitability and creating jobs in their communities.

Sustainable Development Goals Alignment

1
NO
POVERTY



Contributing to equal rights to economic resources including microfinance.

Ensuring mobilization of a variety of resources through enhanced cooperation to provide adequate means for entrepreneurs in diverse communities.

4
QUALITY
EDUCATION



Ensuring that both men and women have access to professional, vocational coaching and mentoring.

Ensuring that all learners acquire knowledge and skills needed to promote sustainable development.

8
GOOD JOBS AND
ECONOMIC GROWTH



Supporting growth of local businesses focused on maximizing economic impact on communities, employment, and education and training.

17
PARTNERSHIPS
FOR THE GOALS



Building long-term, professional partnerships focused on domestic resource mobilization and capacity building.

Impact

Total in-kind contribution:

📈 95,000 USD (equivalent to the professional hours allocated)

Project 2: in5

Devoted time of our consultants to coaching and mentoring young entrepreneurs in Dubai



Project Description

We have provided coaching services for young Dubai based entrepreneurs as part of our collaboration with in5, the incubation program of TECOM.

Sustainable Development Goals Alignment



8 GOOD JOBS AND ECONOMIC GROWTH

Supporting growth of local entrepreneurs focused on maximizing sustainable economic impact on youth, employment, and education and training.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Promoting and actively developing innovation capabilities of young entrepreneurs and thus enhancing the sustainable growth, development, technology development, and scientific research.



17 PARTNERSHIPS FOR THE GOALS

Building long-term, professional partnerships focused on domestic resource mobilization and capacity building.

Impact

Total in-kind contribution:

⬆ 45,000 USD (equivalent to the professional hours allocated)

Project 3: Learning Solutions

Provided pro bono technical learning and coaching for professionals from diverse backgrounds



Project Description

We provided access to learning and coaching in our Learning Solutions programs throughout the year for professionals from a variety of private, public, and non-profit organisations; allocating pro bono seats for selected NGOs and individuals who meet the requirements.

Sustainable Development Goals Alignment

8



Supporting growth of local entrepreneurs and businesses focused on maximizing sustainable economic impact in the region, employment, and education and training and thus supporting sustainable development and economic growth.

9



Promoting and actively developing innovation capabilities across private and public institutions within GCC region and thus enhancing the sustainable growth, development, technology development, and scientific research.

Impact

Number of seats allocated:

⬆️ 16

Total in-kind contribution:

⬆️ 48,000 USD

Project 4: Reading Nation

Participated in the Reading Nation campaign focused on distributing books abroad where needed



Project Description

We took part in an educational campaign, part of Mohammed bin Rashid Al Maktoum Global Initiatives, in Ramadan aiming to distribute 5 million books to children in refugee camps and schools in need around the world.

Sustainable Development Goals Alignment



Ensuring that both men and women have access to professional, vocational coaching and mentoring.
Ensuring that all learners acquire knowledge and skills needed to promote sustainable development.



Building long-term, professional partnerships focused on domestic resource mobilization and capacity building.

Impact

Number of hours allocated:

📈 24 hours

Total participants:

📈 3

Project 5: Volunteer Globally

One of our team members travelled to Senegal on a mission to build a school in a local community



Project Description

A member of ShiftIN Partners joined forces with Dubai Cares on a trek in Senegal to build a school in the village of Keur Moussa Hann, as part of Mohammed Bin Rashid Al Maktoum Global Initiatives. The mission included performing basic construction activities as well as cultural development and exchange activities with the community.

Sustainable Development Goals Alignment

1
NO
POVERTY



Contributing to equal rights to economic resources through funding of the development of the community.

Ensuring mobilization of a variety of resources through enhanced cooperation to provide adequate means for the community's ongoing sustainable development.

4
QUALITY
EDUCATION



Ensuring that both men and women have access to basic education.

Ensuring that all learners acquire knowledge and skills needed to promote sustainable development.

10
REDUCED
INEQUALITIES



Ensuring social inclusion within the community irrespective of age, sex, disability, ethnicity, or religion.

Providing equal opportunities to basic education to the entire community.

17
PARTNERSHIPS
FOR THE GOALS



Building long-term, professional partnerships focused on domestic and international resource mobilization, knowledge transfer and capacity building.

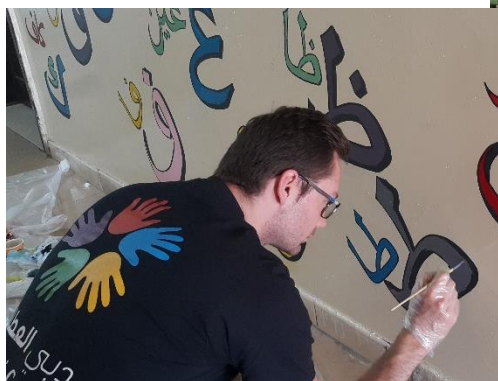
Impact

Number of hours allocated:

⬆ 56 hours

Project 6: Volunteer Emirates

Spent a weekend in a local UAE community improving physical facilities of an elementary school



Project Description

We dedicated a weekend volunteering with Dubai Cares to improve the facilities of a local community school for children with special needs in Ras Al Khaimah.

Sustainable Development Goals Alignment

1 NO POVERTY



Contributing to equal rights to economic resources through funding of the development of the community.
Ensuring mobilization of a variety of resources through enhanced cooperation to provide adequate means for the community's ongoing sustainable development.

4 QUALITY EDUCATION



Ensuring that children from the local community have access to quality facilities and education.

10 REDUCED INEQUALITIES



Providing equal opportunities, to boys and girls in the community, to basic education.

17 PARTNERSHIPS FOR THE GOALS



Building long-term, professional partnerships focused on domestic and international resource mobilization, knowledge transfer and capacity building.

Impact

Number of hours allocated:

⬆ 16 hours

Total participants:

⬆ 2

Project 7: Carbon Emissions Offset Scheme (CEOS)

We offset our mobility footprint by investing in projects in developing countries around the world



Sustainable Development Goals Alignment



SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD



Project Description

We take a holistic approach to calculation of our mobility footprint, considering all elements, i.e. energy, mobility, board, material and waste. In return, we offset our carbon emissions by investing in a variety of projects in developing countries through myclimate.org. Given the size of our business, we are currently offsetting 22.5% with a plan to offset 100% in 5 years time.

Impact

Total Mobility Footprint:

⬆ 184.9 t

Compensation in climate projects in developing and newly industrialized countries:

⬆ 3,869 AED (22.5%)

Project 7.1: Biogas for Rural Households in India

Through our CEOs, we have contributed to the program to install biodigesters in 6,900 households



Sustainable Development Goals Alignment



SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD



Project Description

The overall objective of the programme of activity is the installation of domestic biodigesters as a clean, sustainable energy source throughout India. The biogas generated from cow dung will replace fuels that are currently used for domestic energy needs such as fire wood and kerosene.

Program's Impacts & Benefits

- 19,291 people benefit from better air and from having to spend less time for collecting firewood
- 87 jobs have been created
- 65 people have been trained
- 3,209 biodigesters have been installed so far
- Each biodigester avoids about 9 t CO₂ and 5,5 t of wood per year

Project 7.2: Community Reforestation in Nicaragua

Through our CEOS, we have contributed to the program to reforest communities in Nicaragua



Sustainable Development Goals Alignment



SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD



Project Description

In this community-based reforestation initiative in the Platanares watershed, smallholder farming families collaborate to reforest underutilized portions of their land. Thanks to better land-use management and more sustainable use of forest resources the forest cover of the nearby watershed will be increased and the quality of life of Limay residents will be improved.

Program's Impacts & Benefits

- ⬆ 296 smallholder families have reforested and area of 1,170 ha
- ⬆ These families planted 1,605,633 trees
- ⬆ 2,645 jobs have been created
- ⬆ 68 participating communities
- ⬆ 346,000 t CO₂ issued, this equals the annual emissions of over 90,000 cars

Project 7.3: Affording Efficient Cooking Stoves in Kenya

Through our CEOs, we have contributed to the program to furnish women in Kenya with stoves



Sustainable Development Goals Alignment



SUSTAINABLE DEVELOPMENT GOALS
17 GOALS TO TRANSFORM OUR WORLD



Project Description

Traditionally the rural communities cook on open fires, which require huge amounts of firewood. Thanks to community savings and loaning groups, however, women can now afford more efficient stoves. This reduces the demand for firewood and thus protects the local forests, which leads to reduced CO₂ emissions.

Program's Impacts & Benefits

- ↑ Over 177,000 people benefit from better air
- ↑ 165 permanent jobs have been created in the local community
- ↑ 150 artisans have been trained over the years (48% women)
- ↑ 36,300 cook stoves have been installed so far
- ↑ Air quality improvement in the kitchen
- ↑ Each stove avoids about 2,2 t CO₂ and 1.4 tons wood per year



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Next Steps



As a company committed to sustainability and advocating it through our practice, we intend to support the achievement of the Sustainable Development Goals

1

Continue in our commitment to seek higher purpose in our day-to-day business and support CSR activities where we and our clients operate

2

Provide ongoing support to the internal role of The UN Global Compact Custodian, ensuring ShiftIN Partners' compliance with The 10 Principles and 17 Goals for Sustainable Development and our adherence to and continued reporting on them in 2017

3

Continuous development of our approach to CSR and sustainable development offering to our clients within our framework

4

Actively work towards offsetting our Mobility Footprint by minimizing our emissions and investing in development projects around the globe in developing and industrializing countries to support improvement of environmental and life conditions also directly impacting and supporting the 17 Goals of Sustainable Development





www.shiftinpartners.com

Abu Dhabi

abudhabi@shiftinpartners.com
T +971 2 656 5866
P.O. Box 46400

Dubai

dubai@shiftinpartners.com
T +971 4 319 9343
P.O. Box 31303

Riyadh

riyadh@shiftinpartners.com
T +966 11 215 4442
P.O. Box 19970

Europe

europa@shiftinpartners.com
T +351 211 212 198
Lisbon, Portugal

USA

usa@shiftinpartners.com
T +1 312 803 0135
Chicago, IL 60654