

Statement of continued support by the CEO

I am pleased to confirm that since joining the Global Compact APTMetrics has continued to support its ten principles with respect to human rights, labour, environment and anti-corruption. We have worked to make the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company. APTMetrics has made a clear statement of this commitment to our stakeholders and the general public. APTMetrics has created policy and implemented procedures to ensure our compliance and support of the ten principles. We will continue to work towards furthering our commitment to these principles by reviewing our progress and challenging ourselves to constantly improve.

Sincerely yours,

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Human Rights Principles

Assessment, Policy and Goals

APT Metrics has a policy of respecting the human rights of our employees, clients, and anyone within our scope. This is accomplished through a consistent and legally defensible hiring and employment process that is in line with all federal and state hiring mandates. APT Metrics never has and never will be complicit in human rights abuses. In addition, we ensure that these human rights principles are embedded in the assessment and hiring practices that we implement for our global organizational clients.

Implementation

APT Metrics has a variety of mechanisms to ensure our adherence to the human rights principle. Training on sexual harassment is necessary for all employees as part of ongoing employment. An employee relations manager is in place to address grievances from employees. APT Metrics also promotes an open door policy regarding any issues employees may have about their workplace.

Measurement of Outcomes

Kathleen Lundquist has worked vigorously to advance diversity and inclusion within the organizations for which she consults..

John Scott serves as an NGO Representative to the United Nations for Division 14 of the American Psychological Association (Society for Industrial and Organizational Psychology). The SIOP UN team has taken on several projects related to the Global Compact worth noting, including advocating industrial and organizational psychology graduate programs to join with the Global Compact, and the creation of a data collection tool on Global Compact-related Sustainable Development Goals (SDGs). The Committee is working with graduate programs in industrial and organizational psychology to support membership within the Global Compact and has thus far successfully assisted Purdue University and George Mason's program in joining. Several other programs are in the process of applying. The Committee has also developed a data collection tool for use in collecting resources and information related to the United Nations Sustainable Development Goals from SIOP's members and affiliated organizations. This tool, presently available at <http://tinyurl.com/siopun>, will be used to utilize the subject-specific expertise of SIOP's membership in order to provide the UN, its affiliates, and partner organizations with best practices, current research, and experts pertinent to specific work-related SDGs.

Labour Principles

Assessment, Policy and Goals

APT Metrics has policies ensuring fairness in employee compensation and benefits. We are committed to maintaining high level and ethical human resource processes. APT Metrics is an equal opportunity employer and is committed to enhancing diversity within the organization.

Implementation

Beyond our own policies, we work with our client organizations to ensure that they incorporate diversity as part of their strategic and tactical plans. APTMetrics works with organizations to identify the range of available measures and makes recommendations for when and how to integrate such measures into diversity and inclusion metrics—helping organizations move forward in the diversity and inclusion spectrum.

Measurement of Outcomes

Since 2002, APTMetrics has been awarded certification by the Women's Business Enterprise National Council (WBENC). WBENC's goal is to foster diversity in the world of commerce. Its programs and policies are designed to expand opportunities and eliminate barriers in today's marketplace for women business owners. APTMetrics was a 2013 recipient of the prestigious DiversityBusiness.com Top 50 Diversity-owned Businesses in Connecticut award. Dr. Kathleen Kappy Lundquist, CEO, was also a recipient of their 2010 Champions of Diversity award. This award recognizes individuals who have demonstrated a commitment to solutions in diversity issues on a regional and national level.

John Scott, APT's COO, continues to serve as a representative to the UN's ECOSOC for the NGO, *Society for Industrial/Organizational Psychology (SIOP)*. The SIOP UN team continues to partner with the UN Global Compact in identifying ways in which SIOP can promote the Global Compact principles surrounding human rights, labor, environmental sustainability, and anti-corruption in organizations. We are also pursuing ways in which graduate programs in I/O Psychology can also become official Global Compact participants, as well as incorporate the Global Compact 10 Principles into their curricula.

APTMetrics also recently developed and implemented a suite of web-based, executive and manager evaluation tools called *Lead/IN* to help organizations incorporate their commitment to diversity and inclusion into the assessment of managerial talent. Organizations wishing to build a diverse talent pipeline for senior management positions in the 21st century will find this tool particularly useful.

Environmental Principles

Assessment, Policies and Goals

APT Metrics is a service based company and thus has a limited carbon footprint. We are committed to maintaining a small environmental impact and further reducing it.

Implementation

APTMetrics uses only recycled paper for printing, provides recycle bins in every office, and biodegradable products whenever possible. *APTMetrics* delivers all of its products over the web and has eliminated use of paper based products.

Measurement of Outcomes

The following products are all delivered in an online format eliminating printing costs and paper waste: JobMetrics , SelectionMetrics, 360Metrics, SurveyMetrics, ChangeMetrics, Lead/IN and SElectrics.

Anti-Corruption Principles

Assessment, Policy and Goals

APT Metrics holds its employees to the highest standards regarding corruption in all its forms. *APTMetrics* adheres to the American Psychological Association's ethical principles for Industrial/Organizational Psychologists, maintains a strict ethics policy, and is financially audited regularly by an outside organization.

Implementation

At *APTMetrics* outside legal counsel reviews policy and documentation for staff, auditors review financial records, and senior management regularly holds a professional audit to ensure compliance with all policy.

Measurement of Outcomes

A bi-annual employee survey is used to assess employee satisfaction, ethics and safety in the workplace. Further, auditors have never reported any corrupt behavior.