



March 8 2018

UN Global Compact

**Statement of Continued Support to UN Global Compact**

I am pleased to confirm that Integrated Research reaffirms its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

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 are also committed to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

John Merakovsky  
CEO & Managing Director  
Integrated Research Limited



## **Global Compact Report Communication on Progress – March 2018**

### **2. Description of Actions**

#### **Integrated Research Limited (“IR”) as a Role Model for Corporate Citizenship**

IR is committed to socially responsible business practices which include sustainability, ethical business dealings, and maintaining the highest levels of governance and professionalism in our Human Resource practices. It is our belief that such practices enhance our business and provide a balanced approach to conducting business. Our aim is to be a role model for Corporate Citizenship. We remain committed to the principles of our own Global Code of Conduct Policy and Corporate Social Responsibility Policy as well as internationally recognized standards that support Corporate Citizenship such as the United Nations Global Compact (UNGC).

The UN Global Compact provides businesses with 10 Principles to act as guidelines for Social Responsibility. IR believes we will provide a world class business for our shareholders and employees to be proud of by following these principles. These principles help us to revisit our own Global Code of Conduct and Corporate Social Responsibility Policy to ensure the company has taken the holistic approach the UN recommends.

IR has a number of global Human Resource Policies contained in the Employee Handbook that support the 10 UN Principles for good corporate governance. In the below commentary these Policies have been identified.

#### **The 10 United Nations Principles**

##### **Human Rights – Principles 1 - 2**

At IR, our business model for developing software ensures we are not working with any 3<sup>rd</sup> party providers to produce our goods and services for our customers. This allows IR to be in total control of our commitment to any Human Rights principles related to employment in our business.

IR has a global Equal Employment Opportunity Policy. All employees and managers are required to read and acknowledge the Policy on starting their employment with IR. Managers are asked to attend training every 18 months on Workplace Safety which includes messages about our zero tolerance for Bullying and Harassment in our workplace. In addition, it is mandatory that all employees complete an online training program educating people about preventing Bullying, Harassment and Discrimination in the workplace.

##### **Actions**

On review of our practices, IR has implemented an on-line questionnaire on Bullying, Harassment and Discrimination for each employee to complete annually. This activity is in addition to reinforcing our policies with employees and managers at the outset of their employment.

##### **Labour – Principles 3 - 6**

IR believes that as a successful business, it is our job to give back, not just to our Shareholders but to the community in which we operate. Having a successful business allows IR to continue to hire new

employees and recruit new graduates and therefore bolster both our local community and our national Economy in whichever country we operate in.

For our Employees – IR is committed to providing a Safe workplace. We are committed to addressing any health or safety issues that may arise quickly and efficiently so as not to place additional risks on the people, visitors and the business. We have reporting procedures and both induction and regular scheduled training in place to support our commitment to Workplace Safety.

Our Employees understand their importance to our business. Our business' only asset is its people and their smarts to produce the software we develop. As our most valued asset, IR works within a Values and Behaviours framework to ensure every member of the team is treated with Dignity and Respect. In addition, IR is committed to providing our team with internal opportunities for professional development ensuring their continual development once employed. We employ some of the smartest minds in the industry and it is our responsibility to ensure those skills are as valuable to IR at the end of a team members career with us as they were at the beginning.

Disability – At IR we are supporting employees with disability. We have and will continue to support requests for altering the workplace to accommodate disability needs.

All employees who are hired by IR must prove to the business that there is no legal impediment which precludes them from being employed in the business and they have the proper authority to be hired legally, with the appropriate working visa or citizenship for the country in which they are employed.

In addition, we regularly consult with our team members through open forums allowing time for questions. Our managers are encouraged to maintain an open door policy and our CEO is visibly available for any employee meeting during his regular travels to visit IR's global offices. Feedback is sought and achieved via employee engagement surveys.

#### **Actions**

IR currently conducts ad hoc criminal background and security checking on employees prior to hiring – with written consent. This requirement is becoming more and more stringent in many of the countries in which the company operates. IR will consider implementing a more rigorous and global process for conducting such checks going forward.

#### **Environment – Principles 7 - 9**

Environmentally conscious. As a developer of Software products which are distributed via the web, our supply chain is non-existent and all Software is developed in our North Sydney, Australia office.

Therefore, our impact on the environment for production and distribution is virtually zero.

All of IR's leased offices are rated as low environmental impact buildings. Each office ensures recycling facilities are available and IR encourages low environmental impact travel to work by only leasing buildings that are both close to public transport and offer appropriate facilities for the storage of bicycles which encourages employees to use bicycles.

#### **Actions**

IR continues to uphold the principles of recycling. The company seeks to have a reduced environmental impact by being environmentally responsible through a reduction of natural resources wastage. IR has initiated an employee volunteer project where members will be empowered to create work place environmental awareness campaigns.

#### **Anti-Corruption – Principle 10**

IR expects all team members to maintain the highest ethical standards when doing business on behalf of the company. To that point, we educate the team through our policies and regular reinforcement of these messages in group meetings. Many of our contracts with our largest customers have clauses explicitly outlining our responsibilities to ethical business practices, which we adhere to. All contracts with our largest customers and resellers contain language to support the US - FCPA and UK Anti bribery laws.

#### **Actions**

A future activity on the agenda for IR is the introduction of a global online training program to educate all of our Sales team members on the aspects of bribery and corruption that could unwittingly impact them.

### **3. Measurement of Outcomes**

#### **Gender Diversity**

<b>Group</b>	<b>Female<sup>1</sup></b>	<b>Male<sup>1</sup></b>
KMP	1	5
Snr Managers & Managers	10	29
Clerical/Admin	4	-
Professionals/Graduates	31	142
Sales	10	35
<b>Total</b>	<b>56</b>	<b>211</b>

<sup>1</sup>Total - comprising full-time, part-time, contractor