

UN Global Compact Communication on Progress 2018

Statement of continuing support

January 2018



WASSERMAN

UN Global Compact Communication on Progress 2016

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Wasserman have been a signatory to the UN Global Compact since 2008, and continue to support its principles through our sustainability program. We continue to support the ten UN Global Compact Principles on human rights, labor standards, the environment and anti-corruption across our sphere of influence. We do so through our sustainability program, which is at the heart of our business strategy.

We recognise the opportunity the principles of the UN Global Compact presents to our business, to make a more focused contribution to sustainable development. We are therefore pleased to reaffirm Wasserman's commitment to the UN Global Compact and its principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. For nearly ten years these principles have helped us to shape our approach to sustainable business.

In this Communication on Progress we signpost our most up-to-date disclosures on our policies and performance on the important issues enshrined in the UN Global Compact Principles. Wasserman remains committed to making progress on each of these areas, for the benefit of our employees, customers, suppliers, stakeholders and wider society.

Principle	Definition	Policies	Progress
Human Rights			
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Wasserman Values, Wasserman Supplier Code of Conduct & our Annual Modern Slavery Statement of compliance	Our company training programmes reinforce a culture that is grounded in our values, and recognizes the key elements of the UN Global Compact Principles
Principle 2	Make sure that they are not complicit in human rights abuses.		We want to recognize and reward people for doing the right thing. Every employee's conduct during the year is taken into account during their performance appraisal. During 2017 we carried out our first Modern Slavery supply chain audits.
Labor			
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Wasserman Values, Wasserman Supplier Code of Conduct, our Annual Modern Slavery, Human Resources Policies in countries of operation and Employee Handbooks and Contracts that are also aligned with local regulation, laws and practice.	We consult with employee representative bodies. It is our policy to maintain well-developed communications and consultation programmes with all employees and there have never been any disruptions to our operations from labour disputes.
Principle 4	The elimination of all forms of forced and compulsory labor.		Wasserman is committed to building a values-driven high performance culture where all employees are valued, respected and where their opinions count.
Principle 5	The effective abolition of child labor.		
Principle 6	The elimination of discrimination in respect of employment and occupation.		



Principle	Definition	Policies	Progress
Environment			
Principle 7	Businesses should support a precautionary approach to environmental challenges	ISO 14001 Environmental Manual, Sustainability Risk Policies & Operational Sustainability Goals We have a goal to reduce our per employee annual carbon emissions	Reducing global carbon dioxide emissions is a critical challenge for society. We see the potential for the events sector to drive forward the Corporate Agenda for reducing Carbon Emissions. In 2017 we launched our sustainable operational goals. The goals cover the full range of our operations, including supply chain, energy, waste, carbon, paper, travel and sustainability engagement.
Principle 8	Undertake initiatives to promote greater environmental responsibility.	We have implemented plans to cut our natural resource use and run our operations more efficiently.	
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	Wasserman's ISO 14001 Environmental Manual states that sustainability means building our business for the long term by balancing social, environmental and economic considerations in the decisions we make. We have implemented a number of environmental targets within our Supplier Code of Conduct	

Anti-Corruption			
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Supplier Code of Conduct, ABC Training Programs, ABC Policy & Whistleblowing Policy	During 2016, Wasserman rolled out an e-learning mandatory training course for all staff that provides a comprehensive level of knowledge on Anti Bribery & Corruption Wasserman promote of a culture of regular, open discussions between staff and management. Suppliers are audited against their own controls that cover Anti Bribery & Corruption



Throughout this report, we will highlight areas that support our communication on progress by using the UN Global Compact support logo.



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